

# THE TIMES

## Fire fighters board rig as 15-mile oil slick changes course

Firefighters yesterday boarded the Bravo oil platform in the North Sea and found the structure undamaged. The oil was still gushing oil into the sea feeding an oil slick 15 miles long and up to three miles wide. A barge will be

brought alongside to provide the base for capping the well. It could take two days to complete the operation; an executive said he believed it would be successful. The whole Ekofisk field has been ordered shut down because of the fire hazard.

## Norway halts production because of fire risk

**Tiger Vielvroe**  
By Correspondent  
A Norwegian barge was  
set alight by firemen  
near the edge of a 15-mile  
oil slick to get alongside  
stricken Bravo oil produc-  
tion platform and provide the  
first attempt to  
off a well that has been  
up to 4,000 tons of oil  
into the sea since Friday.

soon as the vessel is set  
alongside the platform  
forms part of the Ekofisk  
oilfield in the Norwegian  
part of the North Sea, two  
from the Red Adair  
fighting team from  
rica will attempt to cap  
well in the day. Mr Boots  
and Mr Richard Hart-  
ness, two fire fighters, had  
left the platform from a

helicopter to inspect the  
damage. They discovered the  
blow-out had not damaged the  
structure of the steel platform  
and after receiving their report  
Mr Bob Phillips, Philips executive  
vice-president, said: "I  
believe now that the capping  
will be successful."

The order to shut down the  
whole field, capable of providing  
the equivalent of one  
sixth of Britain's oil require-  
ments, was taken because the  
gushes oil and gas into  
the vicinity of other platforms  
in the area and producing a  
serious fire hazard.

The oil slick produced by the  
blow-out is now 15 miles long  
and between two and three  
miles wide. It started to drift  
towards the Norwegian coast,  
but a change in the wind has  
driven much of the oil back  
towards the platform. Phillips  
says the huge floating pool of

oil is now moving southwards  
very slowly. A decision not to use chemicals  
to disperse the slick has  
been taken by the Norwegian  
Government because of concern  
over the effect of such action  
on marine life. Instead an  
attempt will be made to contain  
the slick with long booms. A  
fleet of skimmers is steaming  
from the Shetlands to suck up the  
oil and transfer it to waiting  
tanks.

About three kilometres of  
booms should be around the  
slick by this morning and the  
skimmers should be able to re-  
move about 1,000 tons of oil a  
day, if the weather does not  
deteriorate. Providing the oil  
flow is stopped within the next  
two days and bad weather does  
not break up the slick, the skim-  
mers could clean up the spill  
within 10 days, Phillips said  
yesterday.

Three boats from Aberdeen  
loaded with chemical dispersants  
part of Britain's coastal clean-  
up fleet are standing by near  
the disaster area and will be  
brought into use if the Norwegian  
Government decide that the skimmer  
cannot contain the slick. A  
further six vessels are standing  
in the Shetlands to move  
into Norwegian waters if re-  
quested.

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From Richard Wigg

Rawalpindi, April 24

Reacting within hours to the  
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Shurah-i-Aman (Alliance) today  
called for a "long march" to  
the Prime Minister's house in  
Islamabad, the capital.

The call was issued by a  
newly constituted PNA leadership  
after the Government of  
Mr Bhutto had detained about  
40 more of the movement's  
officials.

Among those arrested were  
Nawabzada Nasrullah Khan, the  
acting chairman, and Mr Waiz  
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out a statement denouncing the  
Army, in discharging its law  
and order function, slips into  
power throughout the country  
or whether the Prime Minister  
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to send the Army back to the  
cities affected and causing  
shortages.

The Army is thus engaged  
in a battle, where its  
weapons are limited. En-  
forcing a curfew, punctuated  
by only short breaks as at  
present, is disrupting trade in  
the cities affected and causing  
shortages.

Having played the card of  
Army intervention, Mr Bhutto  
now faces a test with a time  
limit. The issue is whether the  
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and order function, slips into  
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A hectic pace in  
EEC corridors  
of power, page 12



Mr Simon Jenkins: "Extra-  
ordinary loyalty of readers."

## Cultural gap warning on paper merger

By David Walker

Disappearance of the *Evening Standard* would leave a yawning gap in the political and cultural life of London, Mr Simon Jenkins, the editor, said yesterday. There was a large amount of high-income advertising available and the sophisticated leisure interests of his readers would not be covered.

Commenting on reports that  
his newspaper's tide is to be sold by the Beaverbrook group  
to Associated Newspapers and that the *Evening Standard* and the *Evening News* are to merge,

Mr Jenkins emphasized his  
paper's distinctiveness.

"Over the past 10 years it  
has managed to work its way  
under the skin of the capital in  
a way no paper has ever managed  
before. Over the past few  
days I have been continually  
run up by people saying the  
*Evening Standard* cannot go."

He added that the *Standard*  
and the *News* aimed at completely  
different markets. The *News* is  
of one world, one West End  
and one north London. Its  
readers middle-class and active  
leisure seekers. The *News* uses  
the working-class London paper.

Mr Jenkins, aged 24, became  
editor of the newspaper five  
months ago in succession to Mr  
Charles Winton, now an executive  
of Beaverbrook Newspapers.

Continued on page 2 col 1

## Millions urged to join march after more arrests in Pakistan

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## HOME NEWS

# Cabinet ministers hint at level of wage increases sought by Government for coming year

By Paul Rountledge  
Labour Editor

Figures on the Government's desired rate of wage increases for the coming year emerged over the weekend as Cabinet ministers increased their efforts to sustain trade union confidence in the social contract.

Mr Healey, the Chancellor, told the shopworkers' conference in Scarborough that his forecast of a 13 per cent rate of inflation at the end of the year was based on an assumption that earnings did "not rise into double figures" in the next 12 months. Dr Owen, the Foreign Secretary, spoke of rises of 8 to 9 per cent, when he addressed a Labour Party gathering at Castleford, West Yorkshire.

Those are the first public indications by senior ministers of the level at which the Cabinet wants to pitch phase three of the incomes policy. Previously the Government had talked only of the need to maintain the social contract and its commitment to voluntary wage restraint for a third year when the present powers expire on July 31.

Mr Len Murray, general secretary of the TUC, touched on the sensitive issue of wage ceilings on the Weekend World television programme yesterday, arguing that union members "must be given a chance to say, voluntarily, 'We will not push beyond certain limits'".

He did not say what those limits were, but rejected the elastic provisions of the original social contract that allowed the strong to win rises in excess of 30 per cent.

"I think we would be right through the ceiling, I believe if we went back to 74-75, if we lost all the gains we have made in the past two years by the sacrifices of our own people, the pound would probably go for a Burton, which

would mean that the price of our imports would go up, and prices would rocket. I believe it would have an effect on unemployment... it is something nobody wants to contemplate."

Sounding among union leaders suggest that they are seeking a policy without upper limits. The most commonly expressed view among TUC negotiators is that there should be an understanding with the Government on guidelines that would aim to restrict the pay ambitions of trade unions while returning to them an ele-

ment of free collective bargaining. No one has yet explained how such a policy could be made to work.

Mr Murray insisted yesterday: "A formula—phase three—pay restraint—all these are concepts which are frankly evaporating. We can only solve our problems in the long run, in our sort of democratic society, and in our sort of trade union movement, by collective bargaining, but collective bargaining within an area which people recognize as being possible and sensible."

Leading article, page 17

## Social contract survives attack at Wales TUC

From Tim Jones  
Labour Reporter

The social contract has emerged intact after a bad battering at the Wales TUC. The South Wales miners, like their colleagues at the Scottish TUC, faced the assault with warnings to the Government that it risked its special relationship with the movement by seeking further year of wage restraint.

But the decision taken at the conference on Saturday was not conclusive as many unions, including the Transport and General Workers' Union (TGWU), the Amalgamated Union of Engineering Workers and the Electrical, Electronic, Telecommunications and Plumbing Union abstained. Mr Jack Jones, general secretary of the TGWU said it would take further year of wage restraint.

Mr Jones, speaking as a delegate, defended the social contract while emphasizing that the movement would press for import controls, more investment and a reversal of the "wrong trends of the last Budget".

He said it was not the social contract that people were criticizing but pay policy. "It is the approach to future pay negotiations that will need to be changed one way or another and not the social contract."

The result of a motion that demanded the removal of pay restrictions was 294,800 against pay restrictions was 294,800 against and 173,700 for, with 322,200

abstentions. Mr Callaghan had told the delegates on Friday that a return to a wages freeze for all would lead to more unemployment and higher prices.

Mr Emily Williams, president of the South Wales area of the National Union of Mineworkers, said he was certain that union conferences would declare the social contract dead. The working class must maintain a break with this insipid legislation.

He accused the Government of having done nothing fundamental to reduce unemployment, prices or profits.

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## Chancellor's warning on a pay explosion

Continued from page 1

the International Monetary Fund to keep money supply tightly in check.

The result therefore of failure would be increasing lack of credibility in the Government and a corresponding reduction in its chances of surviving a general election.

Sir Geoffrey Howe, OC opposition spokesman on Treasury and economic affairs, said on Saturday that the conquest of inflation would be a long, hard task, adding that it would not go away on a change of government.

He was not suggesting that the present Government would remain in office, but that inflation would not be cured by any "coup de theatre", certainly not by an enthusiastic embrace of free collective bargaining if that was taken to mean a reversal to an irresponsible "free for all".

In an "open letter" on Saturday to the chairman of the trade union advisory committee of the East Surrey Conservative Association, he implied that the next Conservative Government

would have some form of wage restraint policy.

In his speech to the shopworkers' union on pay restraint Mr Healey said: "I do not underestimate the difficulty of reaching the right sort of agreement. It is going to be hell."

He left no doubt that the Government is looking for a formal third phase and not a loosely defined understanding on future restraint, which appears increasingly to be favoured by some union leaders.

It was no good relying on vague expressions of good will, he said. That was tried 10 years ago and it melted away like the sun.

Mr Healey insisted on the need for 12-month intervals between settlements and added: "It would be fatal if the idea got around that after July 31 everyone is able to reopen the agreements already made. That would be the father and mother of all wage explosions. Sticking to the existing rules about phase two is a precondition for getting back to collective bargaining without disaster."

He gave a strong warning against unions seeking to break the pay policy limits. "There are still some important settlements to go and if they breach the guidelines it would make a mockery of the sacrifices made by 8,500,000 people who have already made their settlements".

The Chancellor damped some union leaders' hopes about a partial return to collective bargaining by use of the kitemark principle. He made it clear that national cash limit would still apply, whether or not there was local bargaining. "So if one group uses its muscles to scoop the pool the rest will be left with nothing."

The Chancellor pointed to record reserves, North Sea oil revenue and falling interest rates as indications of an improving situation. Soon people would be getting another £2 in pay because of taxation cuts. He declared: "Provided we keep our nerve I should be able to give more help later on."

Leading article, page 17  
Hugh Stephenson, page 21

## Journalists to fight merger of evening newspapers

Continued from page 1

He inherited what he calls the extraordinary loyalty of readers to the Evening Standard's features and columnists and its progressive political stance on race and immigration and the conservation of London landmarks. Editorially the paper has tended to support the Conservative Party.

The philosophy of Mr Jenkins and his staff is best seen in the paper's campaigns on the capital's environment: the conservation of Piccadilly Circus, opening Somerset House to the public and on waste in London's local government.

The Evening Standard helps to sustain a part of the London theatre and book world with its literary and dramatic awards. Mr Jenkins concedes that the commercial success of many West End productions depends largely on the notice taken of them in the paper.

A facer of Mr Wintour's editorship to which Mr Jenkins is fully committed is a policy of recruiting young journalists and maturing them to the point where other Fleet Street newspapers make them attractive offers. Mr Jenkins said: "It is a tribute to the Standard that they are not attracted away. It would be a severe loss if the present editorial team we have were broken up."

Mr Jenkins is working as if no decision has been taken on the future of his paper. An emotional meeting of its journalists on Saturday was told by him of the importance of sticking together. He said: "The next event for the Standard is the next day's editorial conference, where we

## Tory approves civil servants' TUC link

By Our Labour Editor

Mr James Prior, Opposition spokesman on employment, has said the proposed affiliation to the TUC of senior civil servants who advise Cabinet ministers "would not put at risk the independence and political impartiality of the Civil Service".

In a letter to the Association of First Division Civil Servants Mr Prior argues that joining the TUC will make the trade unions' central policymaking body more representative. He pledges that the new Tory government will seek "good and close relations" with organized labour.

Mr Prior was asked by Mr Norman Ellis, general secretary of the association, which

represents 10,000 senior civil servants up to permanent secretary level, what would be the Conservative Party's view if his members agreed to a ballot this year to accept an executive recommendation to affiliate to the TUC.

In his reply Mr Prior said the Conservatives attached fundamental importance to an independent, non-political Civil Service loyal to any elected government.

As far as the association's affiliation to the TUC would give a voice in its counsels to a significant additional group of employees it is fair to say that your affiliation would strengthen the representativeness of the TUC, he said. "We are happy to accept your assurance that if the member-

ship of the association decide to maintain its position of strict party political neutrality."

That was the position in several unions affiliated to the TUC, particularly public service ones, "and we see no reason why it should not be for your association too".

When Mr Ellis approached Mr Prior he said it was the firm intention of his executive to maintain the political neutrality of the Civil Service.

In a similar initiative last year the only other key Civil Service union outside the TUC, the 105,000-member Institution of Professional Civil Servants, voted at its annual conference to end nearly 60 years of isolation from the Labour movement.

## Two more deaths in Ulster make total of 56 this year

From Stewart Tander  
Belfast

Two deaths in Northern Ireland at the weekend brought the total of people killed since the beginning of the year to 56. The first four months of last year produced 111 deaths.

An old age pensioner became the fifth man to die from sectarian violence in the past five days when gunmen attacked a Roman Catholic bar at Craigavon, co Armagh. Yesterday a man, aged 24, one of eight people injured in the attack was seriously ill in hospital.

The staff of the two newspapers intend to forestall any exchange of contracts. Journalists at the Evening News are to meet this morning to discuss the situation and that could disrupt production of early editions.

Tomorrow the fathers (chairmen) of the National Union of Journalists (chapters in office branches) in the Beaverbrook group and in Associated Newspapers hope to see Mr Hartley, Secretary of State for Prices and Consumer Protection. They want him to refer the proposed merger to the Monopolies Commission.

The printing unions employed by both groups have expressed concern at any loss of jobs and on Friday night production of the Daily Express and the Sunday Express any chance of survival.

The quest of the Beaverbrook board for sources of finance to tide the company over its difficulties is said so far to have been fruitless.

## Ex-champion wins regional crossword final

By Our Crossword Editor

The third of this year's seven regional finals in the Cuth Sack/Times national crossword championship took place in Birmingham yesterday and was attended by 115 finalists, including Dr John Sykes, who was national champion in the four years 1972-75 but did not compete last year.

Only six competitors completed all four puzzles without error, and Dr Sykes, editor of the Concise Oxford Dictionary, showed that his year's absence from the championship has done nothing to reduce his accuracy and speed by taking first place, and the title of Birmingham regional champion.

The runner-up was Mr Philip Meade, a civil servant, last year's West Bromwich champion. He scored 81 time bonus points and also qualifies for the national final in September.

Mrs Lindsay Ramsey, on behalf of Cuth Sack Scotch Whisky, also presented prizes to Mr John Sparrow and Mr Wilfrid Miron, who were third and fourth with 79 and 75 time bonus points respectively. Fifth and sixth places were taken by Mr Roy Davies and Mr P. P. Jubb, with 63 and 45 time bonus points respectively.

His paper is welcomed in the same book by Lord Houghton of Soverby, the Labour peer and former Cabinet Minister, who was secretary of the Inland Revenue Staff Federation from 1922 to 1960.

The State of Taxation (IEA), 2 Lord North Street, London, SW1P 3LB, £3.

Dr Bracewell-Milnes' con-

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reduce tax avoidance without causing people to work or save less is to reduce the highest rates of tax, especially those on investment income and capital transfers.

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## ME NEWS

## More Heathrow flights start away but end strike not in sight

Labour Editor of *Airways* yesterday said nearly three-quarters of the strike affected European flights from Heathrow. It hopes the same today as well as long-haul intercontinental flights.

It is understood that some engineers involved in the dispute turned to work.

The prospects of an early strike, now going its fourth week, do not look bright. Mr Reginald

Reid, a member of the Amalgamated Union of Engineering, will tomorrow recommend the stoppage

of 250 shop stewards among the 4,000 engineering workers involved in the vote to stay out. Mr Reid afterwards said: "Our men under attack from our unions, and I shall be the executive to endorse membership's action".

## Magazine criticized for marks about inventor

Press Council has criticized a newspaper's handling of remarks about a brilliant man and in an adjudication yesterday it said statement that no member of the public had ever heard of him was patently untrue.

Discussing the Greater London Council's system of attaching commemorative blue plaques to buildings, *The Daily Telegraph Magazine*, as it was called, said that comedy was breaking in. For example, one had been erected to honour engineer A. D. Blumlein, whose work in radio, so secret, it said, that no member of the public had ever heard of him.

It mentioned in the same graph that Bazalgette, who dredged sewers, and John Blumlein (compos) had also been honored.

F. P. Thomson, of Churchgate, Watford, was invited to write a letter for publication to be complained about the lie. In it he said the reference to Mr Blumlein had been useful and acutely distress-

The complaint was upheld.

## BC regrets over play

The director general of the BBC has expressed regret over a scene in a controversial television play, *Mary Mary*.

Mr Charles Curran, president of the National Viewers' and listeners' Association, said yesterday: "The scene in which Sir Charles Curran, written to have about the C1 play *Goucha*, in the series for Today, which the association criticizes as an obscene gesture to the Annan Committee and to the Government".

Sir Charles told Mrs Whiteley, the play's screening was

planned before the publication of the Annan report was known.

He agreed that "the play was excessive in its use of language".

A sexual assault on a young actress in the drama was "a shocking incident", but he defended the play's theme. The actress "was seeking to present the immense frustration of the adolescent youth with no prospect of academic attainment, on hearing over and over again exhortation to 'achieve merit'".

## More Continental meat products in UK

### Agriculture

#### Hugh Clayton

and now holds about 43 per cent of the British bacon market. Almost three-quarters of Dutch bacon producers pigs and two-fifths of all Danish pigmeat is sold in the United Kingdom.

Denmark has been squeezed on the British market as rising prices have taken its share down. Although Danish farmers claimed their market share in 1973 and suffered only a small drop in total sales they lost share and sales in 1976.

In 1975 they supplied almost half of British bacon, with supplies of 22,700 tonnes. Last year they managed to sell only 20,000 tonnes, which gave them a market share of 44 per cent.

Holland, however, has pushed forward and has filled the gap.

The Dutch Preserved Meat Marketing Board is practically a newcomer to the British market and staged its first sales promotion only six months ago.

British bacon production in the United Kingdom almost doubled between 1974 and 1976 and sales of ham have risen by almost half to more than 24,000 tonnes.

Sopexa, the powerful French equivalent of the British Food Export Council, is trying hard to enlarge the British market for charcuterie. Sopexa said in London: "Continental charcuterie accounts for 32 per cent of the British total but is growing faster than the market. France

## Cabinet still undecided on voting for Europe

By Our Political Reporter  
Politicians looking for hints of a Government preference for an electoral system to the European Parliament will be disappointed at the end of the debate on direct elections in the Commons tonight.

Some MPs were hoping that Mr Rees, Home Secretary, who is responsible for drawing up the Bill on direct elections, would be ready to clarify the Government's position. In fact, the Cabinet has still not considered the matter.

Ministers have stuck to their plan that there should be a debate on the consultative White Paper before they get down to the complicated and controversial task of choosing one of the four options. The two most likely candidates are the first-past-the-post system, and proportional representation using regional lists.

A shop steward denied that the strike was crumbling, but British Airways said that some AUEW shift workers began normal working yesterday morning in seven key areas.

The AUEW strikers are holding another mass meeting in a Southall cinema today.



Children and their parents went to the Horniman Museum, south London, to learn how to identify and handle various kinds of snakes. Family groups took part in a quiz.

## Mobility aid provided for 87,000 people

### Answers in Parliament

The total number of disabled people receiving outdoor mobility help is 87,000. More than 43,000 people receive the new mobility allowance and 44,000 retain benefits under the old vehicle scheme.

At December 31 in the last three years of the old scheme the number of beneficiaries, excluding war pensioners, for whom separate provision is made, was: 1973, 37,000; 1974, 42,000; 1975, 48,000.

*Hith and Soc Security, April 19.*

ly. Of those, 569 and 758 respectively were suspended.

*Hith and Soc Security, April 19.*

Social security frauds: The number of people sentenced to imprisonment for social security frauds in 1975 and 1976

was 1,077 and 1,507 respectively.

*Hith and Soc Security, April 19.*

Controlled tenancies: The estimated number of controlled tenancies in England and Wales in mid-1957 and at the end of 1965 was

3,900 and 1,900,000 respectively.

but a survey being analysed suggests that the actual figure may be lower.

*Environment, April 19.*

Rent subsidies: Central Government subsidies and rate fund contributions to housing revenue accounts in England this year will be £1,198m. Rent rebates will cost £318m extra.

*Environment, April 20.*

Gypsy sites: Local authorities in England and Wales have provided 146 sites, accommodating 2,328 gypsy caravans. That leaves about three-quarters of the gypsy population with no legal stopping place.

*Environment, April 20.*

Torpedoes: The Submarine fleet's main anti-surface-ship armament

until the Sub-Harpoon enters service in the early 1980s will be the Mark 8 torpedo. The original version was introduced in 1934; the last of the current version was manufactured in 1982. The torpedoes, many modifications based on operational experience, have improved its effectiveness and reliability.

*Defence, March 22.*

Frigates: The running cost of a frigate is about £7,000 a day.

*Defence, March 22.*

Factory farms: A broad estimate of the number of farm livestock kept under intensive husbandry systems in England and Wales on June 30, 1976 was: 200,000 cattle reared for meat at £1,000 per month; 6,5 million pigs; 100,000 million poul-

*Agriculture, April 19.*

## Plan by Bow Group man for reform of Lords

By Our Political Staff

Proposals for reforming the House of Lords, including a new title 'Lords of Parliament', are contained in a Bow Group pamphlet published today.

Although the author, Mr Jacques Arnold, would not abolish peers for local and hereditary reasons, he would give present peers the right to stand in parliamentary elections. But the number elected to a reformed House of Lords would be limited.

The pamphlet advocates a new second chamber of 200 county representatives, 127 peers nominated by the Commons, 25 representatives of hereditary peers, 25 representatives of peers by creation, 12 from the established churches, 15 Law Lords, 15 representatives of university graduates and 81 members of the European Parliament.

There would also be four royal dukes, three former prime ministers, six former chancellors and two former foreign secretaries, that would make a combined total of 515.

Mr Arnold says the county representatives would be chosen at the time of elections to the Greater London Council, metropolitan districts and non-metropolitan county councils. The election would be by the list system on the basis of the parties' proportion of votes at the local elections.

Peers nominated by the Commons would allow for "political peers" to enter the Lords, by proportional selection at the beginning of the session depending on the parties' strengths in the Commons. The 25 hereditary peers would be chosen by their colleagues.

*Reform of the House of Lords* (Bow Group Publications, 40p).

### V and A stays open

Plans to close the Victoria and Albert Museum, London, on Mondays have been postponed pending talks with the Civil Service Union after a strike threat.

# Think of your international bank as a Restaurant



- Do the waiters practise a) contemptuous servility, b) friendly persuasion, or c) interested attention?

- Do the soufflés always come up to expectations or are they sometimes a bit of a let down?

- Can they always find you a table, even when they're fully booked?

- Is the cuisine as international as the menu?

If you chose your bank the way you'd choose a restaurant, would yours give you food for thought?

Barclays International really is international. Through 1700 branches in over 70 countries we offer a worldwide range of services and the banking skills of managers who have broad experience from

working in a variety of overseas markets.

What's more, Barclays has 25 specialist international branches in this country—more than any other bank. And whichever one you deal with you'll find it's like having your own personal Head Waiter—an experienced executive who'll get to know your needs, and who can help you with everything from supplying market intelligence and developing your taste for new export opportunities to arranging overseas finance and credit.

For the full menu of our services, call the manager of your nearest branch of Barclays Bank International. Or contact our International Division at 168 Fenchurch Street, London EC3P 3HP, telephone 01-283 8989, extension 3218.



**BARCLAYS**  
International

Five stars in the Good Bank Guide.

## Science report

### Medicine: Tranquillizers and the brain

The possibility that the brain possesses its own natural tranquilizers has arisen from new experiments on the action of tranquillizers on drugs such as Valium and Librium and related drugs. These drugs now possess a latch-on to specific sites in the brain, and it seems likely that there must also be a natural brain chemical for which those sites exist.

The compounds in question constitute a chemical family known as benzodiazepines. They are indeed out to over-anxious patients in huge quantities, particularly in the United States, out of course. A considerable amount of work on the mechanism of action of the benzodiazepines in the brain is led to conflicting theories.

Work on the brain in America is of Dr Richard P. Squires in the Ferrosan laboratories in Uppsala, Denmark, and Dr Claude Depurriez from the laboratories of Basso Mental Hospital in Roskilde, Denmark. They have demonstrated that

Valium and 20 other benzodiazepines latch on to highly receptive sites on nerve endings from rat brain, but that no other drug tested could do so. The degree to which each of the other benzodiazepines and related drugs can bind to nerve endings varied from drug to drug. That degree for each drug correlated rather well with the relative effectiveness for each drug in laboratory methods of testing tranquillizer properties.

That is good evidence that the binding to nerve endings is really related to the action of the drugs.

How then does that binding translate in real terms into a tranquilizing effect? Anxiety may involve nerve action during which chemical messengers are passed from nerve to nerve. Several brain chemicals have been identified as the natural transmitters of messages between nerves. It has previously been proposed that benzodiazepines prevent the chemical transmitters from reaching their destination by blocking the sites on

the transmitter and receptor sites on the transmitting nerve endings. Dr Squires and Dr Bræstrup, however, found that none of the transmitters they tried were capable of competing with Valium in its binding to nerve endings. This suggests that the benzodiazepines have their own binding site distinct from that of the transmitters.

It seems most unlikely that the brain would possess specific binding sites for a man-made drug, and it remains to be seen whether the brain has binding sites for the opiate drugs (which are not man-made but are also not normally encountered by the brain). It is also possible that the brain contains receptors for certain natural, pain-killing drugs in the brain. By analogy it now seems well worth hunting for a natural brain tranquilizer.

By Nature Times News Service Source: *Nature*, April 21 (266, 732; 1977).

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كتابات من الأصل

## EKOFISK DISASTER

By Roger Vielvoe  
Energy Correspondent

A fault on an automatic safety valve fixed about 200ft down the out-of-control well on the Phillips Stav platform may have prevented the expensive safety equipment built into offshore drilling platforms from containing the flow of oil.

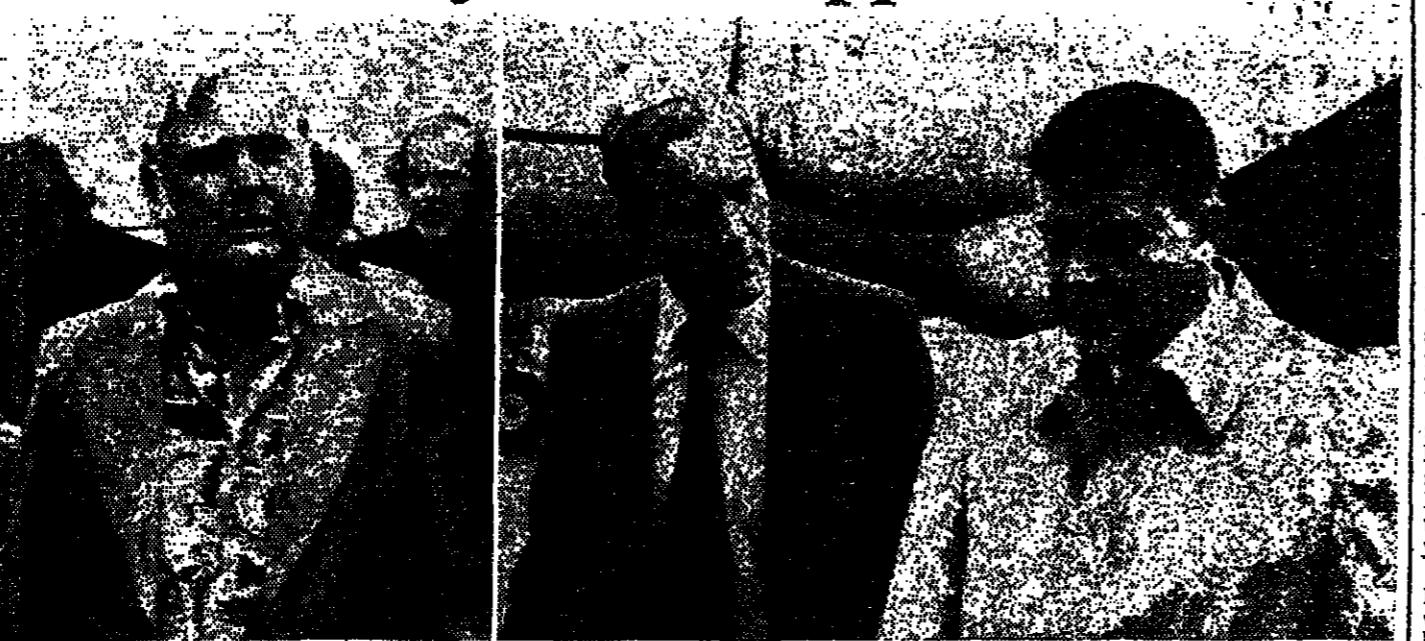
It is normal practice among all oil companies in both the British and Norwegian sectors of the North Sea to fit a number of these safety valves. In the case of any unscheduled happening, such as a sudden high pressure surge of oil or gas from the depth of the reservoir, these valves automatically shut and close down the well.

A spokesman for Phillips said one of the valves had been put in place down the well but there was some doubt as to whether it had completely malfunctioned or had only partly broken down.

From looking at the flow of oil from the well it appeared that the valve might be partially functioning, the spokesman said. The well had been capable of producing 20,000-5,000 barrels (about 3,500 to 4,000 tonnes) of oil a day but it seemed that the flow was considerably less than this, although there was no way of measuring it exactly.

Phillips confirmed that a crew had taken the well out of operation for a "work-over" - routine maintenance on the well. As far as was known all the routine procedures for such an operation had been followed.

When the well is in operation the oil flows from the ground and into the production platform through a large "Christmas tree" of valves and con-



Mr. Asgar ("Boots") Hansen, an American expert on oil blow-outs, arriving at Stavanger; Mr. Bjartmar Gjerde, the Norwegian Minister of Industry, at Oslo airport yesterday.

trols into which is built a blow-out preventer.

The blow out preventer again operates automatically, and can contain a sudden surge of oil under pressure by completely blocking the drill pipe with a series of hydraulic rams.

To carry out maintenance on the well the "Christmas tree" has to be removed but before this can be done the oil flow is stopped by pumping a chemical mud under high pressure into the drilling pipes which neutralizes the upward pressures.

Once the well has been stabilized and engineers are sure that the oil flow is contained, it is left for a number of hours—on this occasion five

—before any work is carried out. The Christmas tree is then removed and a temporary blow out preventer installed on top of the well.

Phillips confirmed that the blow-out happened while the crew was trying to fit the temporary blow-out preventer. Only two of the fixing bolts had been secured before the crew had to abandon the operation.

There was no indication why there had been a sudden surge of pressure or why the valves designed to control it had not worked properly, a company spokesman said. There would be a full investigation but everyone's efforts were being chan-

nelled into stopping the flow of oil.

One theory being circulated in oil industry circles is that the surge in pressure was created from a fault on the rams which acts as a plug at the bottom of the well, some 10,000ft below the surface.

There was also considerable surprise among oil experts in London at the possibility of one of the down-the-well safety valves failing. The experience of most companies has been that the valves are too sensitive and are certainly not prone to failure.

On British Petroleum's Forties field there have been several occasions when very

slight increases in pressure have shut down wells automatically, within any designated safety limits.

Pearce Wright writes: The nightmare for the oilmen is to avoid a fire risk such as one that destroyed the Wicked Witch platform in the Gulf of Mexico. It blazed for seven months before being finally extinguished.

But burning the discharging crude oil would be ecologically less damaging than allowing a flow to continue for such a long time. There are obvious dangers to fishing grounds, birds and other wildlife, and threats of a black tide on beaches preparing for the summer.

## International moves

## Hope of more effective European cooperation

By David Cross  
Brussels, April 24

The huge oil spill in the North Sea will give new impetus to European efforts to find new more effective ways of fighting such disasters.

It was only last week that representatives of West European maritime nations, including Britain and Norway, agreed on the need for further strengthening of cooperation to tackle oil spills.

At a conference in Hamburg, signatories of a 1969 agreement covering oil spills in the North Sea instructed some of their number to look into the possibility of setting up a joint agency.

The Norwegians will be responsible for working out financial arrangements for sharing equipment used to fight spills, and The Netherlands will investigate whether the 1969 Bonn agreement should be extended to cover other pollutants like toxic chemicals.

## Research work

## A strange fleet of vessels built to mop up slicks

A 10-year research programme between BP and Vickers has produced a series of futuristic machines which can deal with all types of oil slicks.

BP began research on a new system for combating oil pollution at sea in 1967, and then handed over the results to Vickers for further development. Two and a half years ago Vickers-Slingsby began production of an inflatable sea boom contained in a fibreglass boat called the seapack.

The purpose of the boom is to contain the oil spill and prevent it drifting on to beaches or being dispersed in smaller slicks.

After containing the spill, the oil is removed by a machine which looks like an upturned space rocket, called the sea-skimmer.

Slingsby, in north Yorkshire,

make this under licence from BP, and while the prototype came from the oil giant, Slingsby engineers redesigned it so that it could be produced in plastic.

Working with the fibreglass boat, oil has been successfully picked up in seas despite gales.

The essential feature about the seaskimmer is that it will remove up to 100 tons of oil an hour. A mini-skimmer has also been developed at Slingsby plant for use in harbours and inland waterways, and this can remove up to ten tons of oil an hour.

First production units of the mini-skimmer came off the special assembly line in Yorkshire early in 1975, and the device is capable of dealing with all types of oil from gas oil to very viscous bunker oils.

## Accident will have political effects

From Geoffrey Dodd  
Copenhagen, April 24

The Ekofisk blow-out, although a purely technical accident, will have serious political repercussions both in Norway and in the rest of Scandinavia.

The environmental lobbies' campaign against the use of nuclear power led to the defeat of the Swedish Social Democratic Party in recent general elections. In Norway Mr Odvar Nordli's Labour Party holds only 62 of the Storting's 155 seats and general elections are due in September.

Only the tiny Communist Party, led by Mr M. G. Kaasen, has attempted so far to exploit the political aspects of the situation with its demand today that Mr Nordli resign.

Norway meanwhile has accepted a Danish proposal to form a committee to coordinate efforts to limit the environmental damage caused by the blow-out.

Oslo: Mrs Brundtland, Minister for the Environment, said an independent commission of inquiry would be appointed to investigate the blowout and promised to give Parliament a full report as soon as possible.

## Survey found too few US accidents reported

From Patrick Brogan  
Washington, April 24

The most serious oil pollution caused by oil-drilling off the United States was in the Santa Barbara channel of Southern California in 1969. A well being drilled by the Union Oil Company burst below the ocean floor in January and attempts to clean the beaches and stop the flood of oil lasted for months.

Incidents on drilling rigs including ones involving injury or death are fairly frequent. The United States Coast Guard and the Department of the Interior, which regulate offshore oil-drilling, have made a number of surveys of safety on the rigs, trying to isolate factors which could prove dangerous.

One discovery made during a safety survey undertaken by the Interior Department was that there tends to be inadequate reporting of accidents and equipment failures. The men on the spot prefer to repair the damage and replace the faulty equipment quickly.

Officials would like all incidents, however trivial they appear, to be reported so that the frequency of incidents can be measured and underlying causes studied.

The difficulty with specialist semi-submersible fire-fighting vessels, suggested by Mr Adair, was that of expense. They would be costly to build and would be lying idle most of the time. Most companies considered the semi-submersible too slow and preferred conventional fire-fighting ships that could reach the scene of a fire or blow-out quickly.

Adair gave a warning that a blow-out of this sort could occur at any time in the North Sea. The company is a small one, headed by Mr Adair, who is 52. One of his team is Mr Boots Hansen, now on the spot in the North Sea, another Mr Adair's son, Mr Jimmy Adair. Like much of the oil business, they are a product of the old, rough days of the industry which only a month ago, in an interview with the BBC, Mr

## Watch in Britain

## East coast alert for emergency services

From Ronald Faux

Edinburgh

Emergency services along the east coast have been alerted in case the slick of oil from the Norwegian Ekofisk field begins moving towards Britain. The slick lies on the sea surface half-way between Scotland and Denmark at the mercy of the winds and sea currents.

The present weather pattern

is changeable, with bad weather and poor visibility forecast to move into the area from the south-east today.

Under the general prevailing

pattern however, the bulk of

the oil will probably be spread

on the Danish or Norwegian shores, arriving some time during the next few days.

Yesterday the Norwegian

were handing the situation

to the British Royal Navy.

As the slick reaches the shore, it becomes a local authority matter.

North Sea fishermen are

concerned about the effects of the

Ekofisk slick. Mr James Lover

chairman and chief executive of the Scottish Fisheries Organisation, said yesterday:

"This slick could sterilise 100 square miles of the North Sea and the pollution effect could be very serious."

are now operating on the Ekofisk slick.

Other stocks are maintained at major ports along the coast by the Department of Trade, should it prove impossible to break up the slick at sea. Local authorities and owners of private boats have also been alerted and between Cape Wrath and Berwick some 33,000 gallons of dispersant fluid and a large number of people are in readiness.

A Department of Trade spokesman said yesterday: "We are ready to go into action if required. The problem is that responsibility for dealing with a spill from a rig falls upon the oil company involved, usually the United Kingdom operators."

Today the Department of

Trade is in touch with the British Royal Navy to help with dispersal at sea and finally, when the oil reaches the shore, it becomes a local authority matter.

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"This slick could sterilise 100 square miles of the North Sea and the pollution effect could be very serious."

## WEST EUROPE

## Britain renews battle with rest of Nine over farm price review

From David Cross  
Brussels, April 24

The British Government faces intense pressure this week from other EEC members, with nine increasingly impatient farmers behind them, to play the Community game by agreeing to raise farm and food prices.

After failing last month to meet their usual April 1 deadline, ministers of agriculture of the Nine begin a meeting in Luxembourg tomorrow to continue their negotiations on this year's farm price review.

The general expectation in Brussels is that, after some well-staged wrangling for the benefit of British public opinion, the ministers will agree to a package of measures which will almost certainly increase food prices in Britain by at least 2p in the £.

The ministers will have before them a series of final compromise suggestions agreed by eight member governments, but rejected by the British at the end of a 50-hour marathon nearly a month ago.

To the great irritation of their partners, the British refused to accept a consumer subsidy worth some 7p a lb and a 4 per cent devaluation of the so-called "green pound", the unit in which British farm prices are calculated.

The British maintained this would put up food prices by about 3 per cent.

This was far from Britain's original demands for a 20p a lb

butter subsidy and a 2.5 per cent green pound devaluation.

Britain's aim was to freeze butter prices over the next 12 months; otherwise they would rise by some 16p a lb as a result of various EEC arrangements.

The problem this week will be to find a face-saving formula for the British Government which inevitably will have to accept something much more modest than it sought originally.

This would involve a slight increase in the butter subsidy to perhaps 8p or 9p a lb and a slightly smaller green pound devaluation of some 3 per cent, perhaps.

Such arrangements could keep the price of butter stable for the next few months, but other food prices like beef, cereals, bacon, pork, and possibly milk would rise.

The ordinary 9am Mass had just finished when they entered the church and began the style Mass. They made an attempt to occupy the church however, and once the Mass had been said left quietly.

Among the Paris traditionalists there have been signs of slight thaw since Cardinal Marcellin, the Archbishop of Paris offered the use of the church until July 4.

Mr Ducadour-Bourget, the spiritual leader of the Paris traditionalists, at first turned the archbishop's offer down but he has now been seen to enter the church of St. Mari Magdalene just off the Paris motorway, and says he will give his blessing to Cardinal Marcellin at a press conference tomorrow.

It seems probable that the offer will be accepted.

## Latin Mass supporters take over Lille church

From Charles Hargrove  
Paris, April 24

About 400 Roman Catholic traditionalists took over the Church of St. Etienne, in the centre of Lille, this morning and heard two impromptu conciliar Masses said by their leaders, the Abbot Mouroux of Nantes. The Mass were attended by one of the organists of St. Nicolas du Chardonnet, Paris which began on February 27.

The traditionalists had assembled as usual at an old people's home on the outskirts of Lille to worship, when they were asked to get into waiting lists and were taken to St. Etienne.

The ordinary 9am Mass had just finished when they entered the church and began the style Mass. They made an attempt to occupy the church however, and once the Mass had been said left quietly.

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It seems probable that the offer will be accepted.

## Dr Soares

## returns with promises of US aid

From Jose Shercliff

Lisbon, April 24

Dr Mario Soares, the Portuguese Prime Minister, returned from the United States this weekend confident of American aid to Portugal though he has still not clinched the \$1.500m (£900m) international loan proposed by the United States.

The money will be used to

stabilize the economy and

develop it towards the goal of

becoming a full member of the European Economic Community.

The United States share in

this loan is \$550m and will be available in June. Portugal's formal request for membership of the EEC was lodged with the Commission last month.

During his visit to the United States, Dr Soares conferred with President Carter and with the heads of important banking companies and industrialists who are interested in investing in Portugal.

To win over new followers

and neutralize enemies,

"We have taken a step that many people do not understand," he said. Earlier in the day, Dr Soares had told a session of the Madrid provincial committee.

On his return, he announced

الجامعة

Latin M

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Lille chip

## OVERSEAS Mr van der Byl demands guerrillas scale down war before Rhodesia settlement talks begin

From Michael Knipe  
Victoria Falls, Rhodesia

April 24

Mr Pieter van der Byl, the Rhodesian Foreign Minister, said yesterday that the guerrilla war must be scaled down before any further constitutional negotiations were held.

He was not optimistic that he would happen. Rhodesia had been assured in the past that the conflict would ease, he said, but it had never happened.

He said it was difficult to judge whether Mr Joshua Nkomo and Mr Robert Mugabe, the African nationalist leaders, were in control of the guerrillas, as they claimed because they had never tried to demonstrate their control by ordering a scaling down of operations.

Mr van der Byl made these points in an interview with *The Times* as he warned Britain and the United States that if they wanted positive results from the current settlement initiative there would have to be more give and take in the way of concessions and a greater appreciation of the steps the Rhodesian Government was taking.

Whenever Rhodesia made moves in the direction the West wanted it to go, he said, Britain and America "just try and turn the screws tighter".

"We accept the principle of majority rule and the United States repeat the Byrd amendment (thus once again banning the import of Rhodesian chrome ore into America). We repeat parts of the Land Tenure Act and a white hunt begins over the offices we have here and there. We accept the possibility of going into conference and having a target date of majority rule next year and there is a witch-hunt after petrol companies which may be supplying us with fuel."

"I really think it is very clear indeed that if they (Britain and America) go on behaving like this, they will be getting a backlash within this

country that nobody will be able to contain. What she held is the point of trying to do anything constructive regarding a settlement if everybody merely becomes progressively more aggressive."

He said the demand for continued concessions from the Rhodesians with no quid pro quo was "typical African nationalist mentality", according to which any concession was interpreted as a sign of weakness.

"If you get your man on the run you must go on chasing him. Well, this will not work very well with the Rhodesians. It will put him in the frame of mind of letting the devil take the whole swing."

Mr van der Byl said that if the West continued with this approach, it was risking putting everything back to "square one".

He said this point had been put firmly to Dr Owen during the British Foreign Secretary's visit to Rhodesia last week. Mr van der Byl conceded that Dr Owen had called on the Rhodesian Government to show its good faith by repealing all remaining racially discriminatory legislation, stopping its practice of hanging nationalist guerrillas and releasing political detainees, but said that, at the same time, the West should "stop aggravating with these additional pinpricks".

The scrapping of all discriminatory race legislation could come about "reasonably soon", he said, but the mechanics of it were complicated. Mr van der Byl made it clear that the final decision lies with the "final decision". Under any settlement terms will be in the hands of Rhodesia's present all-white Parliament and that the terms will have to be passed by the white majority. He said he was confident the Government could get the backing of Parliament for any settlement if regarded as reasonable.

Asked if the Rhodesian Front was prepared for the possibility of majority rule next year, Mr van der Byl said it was ready but it was not simply

a matter of majority rule. There would have to be a "very qualified franchise—that's what the whole thing is about".

He said his Government's attitude towards Mr Nkomo and Mr Mugabe has not softened in spite of Dr Owen's view that they were "merely men of peace found into violence".

"They are criminal terrorists," he said, and they would not be allowed back into Rhodesia to campaign for election until they had abandoned and repudiated terrorism. They should never have been allowed to attend last year's abortive Geneva conference.

"The deplorable fact is that by their attendance at Geneva, these people have acquired some sort of legitimacy, simply because they were there, which is really quite untrue."

Mr van der Byl commanded Dr Owen, saying he was clearly "very able" and had "a reasonably good grasp" of the Rhodesian situation.

It is quite unusual, quite absurd".

He emphasized that the proposed constitutional negotiations were still at the exploratory stage and that the Rhodesian Government was "reserving its position" on Dr Owen's demand that the idea of a peaceful transition in 1978 must be accepted.

Could he envisage that in a year or 18 months he would no longer be foreign minister?

"That's perfectly possible".

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Dar es Salaam, with branch

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Maputo.

## Ethiopia closes six consulates in Eritrea

From Our Correspondent

Nairobi, April 24

Ethiopia's military rulers, who yesterday ordered four American facilities to be shut down, today announced the closure of the American and five other consulates in the north.

The American, Italian and

Sudanese consulates and the

honorary consulates of Belgium

France and Britain were

ordered closed immediately.

The American facilities

closed yesterday were the

United States Information

Service cultural centre, a radio

communications station in the

Eritrean capital of Asmara, the

military assistance advisory

group, and the medical research

unit. About 100 American staff

were given four days to leave.

A Government announcement

accused its late Emperor Haile

Selassie of entering into an

agreement with the Americans

to set up four organizations to

support the interests of his

regime and those of the United

States Government. To continue

the radio operations "not only

directly contradicts with

Ethiopia's guiding socialist ideology

but also opposes her foreign

policy of non-alignment".

The American Embassy has

not been directly affected by

the Government's decision and

no comments were available

from it on the move.

Ethiopia's military government

is now seeking Soviet

assistance.

In Washington, the State Department said the United States

was protesting at the "short

deadline period". —AP.

## Tanzania presses Kenya to hand over ships and planes

From Our Correspondent

Nairobi, April 24

Tanzania has demanded that

Kenya should hand over air

craft and ships as the price for

settling the border be-

tween them.

Tanzania closed the border

in February, cutting off

Kenya's valuable export trade

to Tanzania and Zambia.

A Tanzanian statement at

the weekend gives the full

details of the demands made

on Kenya, and says these are

not subject to discussion. The

list includes the modern pas-

senger ship Victoria, a train

ferry and an oil tanker, which

have been laid up at Kisumu,

the Kenyan port on Lake Victoria, for two years because

Kenya claims Tanzania has

failed to provide funds to

finance part of their running

costs.

Tanzania has been complaining

about the seizure of about

thirty Kenyan aircraft and

more than 200 vehicles which

border was closed, and has

been pressing for the release

of this property.

Tanzania alleged today that

50 Tanzanians were being held

as hostages in western Kenya,

against a demand by the local

provincial commissioner for

the release of a Kenyan

Government vehicle impounded

in Tanzania.

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## OVERSEAS

# Egypt to seek greater British peace-making role in Middle East during Dr Owen's Cairo talks

From Robert Fisk  
Cairo, April 24

Dr David Owen, the Foreign Secretary, will find Egypt more anxious than ever that Britain should play a prominent role in Middle East peace-making, when he starts his talks in Cairo tomorrow with Egyptian ministers and officials.

During a morning meeting, Mr Ismail Fahmi, the Egyptian Foreign Minister, is expected to urge Dr Owen to give Britain's wholehearted support to the setting up of a Palestinian state on the West Bank of the Jordan and to take a leading role in the security guarantees that Egypt believes should follow a Geneva peace agreement.

No one in Cairo expects Dr Owen suddenly to commit Britain to any dramatic new initiative while he is in the Middle East. British diplomatic interest in Africa has centred so exclusively upon the southern part of the continent in recent years that not since 1970, when Sir Alec Douglas-Hamilton (now Lord Home of

Hirsch) came here to attend President Nasser's funeral, has a British Foreign Secretary visited Cairo.

For its part, the British Embassy here has been emphasising the importance of new trade agreements, which Dr Owen will sign with Mr Fahmi and which will assist British businesses in Egypt, rather than promoting speculation on the political consequences of his visit.

Nevertheless, Egyptian officials have been recalling that Dr Owen is at present chairman of the EEC Council of Foreign Ministers and the Arab states have been making increasing play in recent weeks of the importance they attach to European involvement in a Middle East peace. Egypt has already suggested that Britain, France, West Germany and other Community countries should attend the Geneva talks.

One Egyptian official who will meet Dr Owen also claimed that Britain still had an historic role to play in the Middle East

in recent years that not since 1956, when Sir Alec Douglas-Hamilton (now Lord Home of

## 27 Israelis hurt by bus bomb

Kiryat Gat, April 24.—Twenty-seven Israelis on their way to work near this desert town were injured early today when a bomb exploded in their bus.

The police rounded up nearly 50 Arabs from the occupied West Bank of Jordan who only 10 minutes earlier had arrived on the same bus to work in Kiryat Gat, a southern Israel township.

Half of the Israeli passengers were released from hospital after receiving first aid for cuts from flying glass. Four people were operated on but the condition of those still in hospital was described as not serious.

Police engineers were trying to find out what type of explosives were used. This is the first time for several months that Israelis have been hurt in apparent Arab guerrilla action inside the country.—Reuters.

## Mr Eban's US bank account investigated

From Moshe Brilliant  
Tel Aviv, April 24

As Mr Robin stepped down as Prime Minister this weekend after a disclosure that he kept bank accounts in America in contravention of Israel's foreign currency regulations, the Treasury began investigating a complaint that Mr Abba Eban, the former Foreign Minister, had dollars in a New York bank.

But in contrast to Mr Robin, who admitted violating the law, Mr Eban said he had a 10-year permit to maintain foreign currency abroad because of his international literary and academic activities.

He also revealed today that he had money in a British bank. He claimed that he brought tens of thousands of dollars to Israel through the proper channels.

Mr Eban, who was dropped from the Government in 1974 when Mr Robin came to power, is expected to become Foreign

Minister again after next month's national elections provided that Labour Party hegemony is maintained. Accordingly, the run-off from New York about his account was suspected to have been politically motivated.

Mr Dov Kammerow, the controller of foreign exchange, came to Tel Aviv today to meet Mr Eban and hear details of the transactions. His later further examination will be necessary before he can draw conclusions.

Officials said they were having trouble finding a record of Mr Eban's permit because the filing system 10 years ago was poorly organized and they will have to go through tens of thousands of papers.

All permits were cancelled in 1974 after some abuses were discovered, but officials admitted that they neglected to inform permit holders individually that they had to apply for renewals.

## Third World report

### Poor countries gain concessions

Lomé, April 24.—When the Lomé convention, linking 46 European "Community", was signed amid much pomp and circumstance in the Togolese capital, Mr Sonny Ramphal, then the Guyanan Foreign Minister, was the only participant to inject a cautionary note into the otherwise euphoric proceedings.

The new agreement, praiseworthy though it was, represented only a first step towards greater cooperation between Europe and its former colonies in Africa, the Caribbean and the Pacific (ACP), he said. "It would be an essay in self-deception for us to believe that the document we sign today holds all those ideals, and it would be a dangerous presence for us to imply that it does."

In common with many international agreements, the five-year convention represented a midway compromise between the often conflicting interests of rich and poor. Since it came into effect, the ACP countries have skillfully used every opportunity available to them to press for better terms than they managed to secure during the negotiations which led to the original deal.

One such occasion took place this month, when EEC and ACP ministers met in Fiji for their second annual stock-taking of the way the convention is operating. A first gathering in Brussels last summer produced so many complaints from the ACP countries, particularly in the trade sector, that leading representatives from both sides had to meet later in the year to try to resolve some of the more technical disputes.

The latest meeting was in

absence of any real participation with the Community over the reductions, the ACP agreed to reinstate the quotas.

To their general disappointment, the ACP countries were less successful in securing improved access for a number of other products like bananas, rum and beef, where problems have existed since the convention came into operation.

During their talks in Fiji, the ACP countries conceded that the convention was now working reasonably smoothly after a shaky start.

The most controversial topic since the convention was signed has been considerable dissatisfaction among ACP, mainly Commonwealth, sugar producers over various aspects of the terms of their agreement to sell up to 1,250,000 tonnes of cane sugar to the Community a year. Since the sugar arrangements first came into force two years ago, Caribbean countries like Guyana and Jamaica have been trying, largely unsuccessfully so far, to persuade the Community to modify its interpretation of some of the rules.

One of the main irritants has been the price level and the way in which it is calculated. The original agreement specified that ACP producers should receive a price comparable to that quoted to European beet sugar producers. But the ACP countries maintain that the Community could have done more in Fiji, particularly to improve trade relations, by accepting a requirement to pay storage levies in the Community in addition to those already paid in their own countries.

The PLO spokesman said: "We do not want to get involved." He said Palestinian leaders were making contacts to try to calm the situation.

In the past eight days, rival pro-Syrian and pro-Iraqi Palestinian groups have twice clashed in southern Lebanon.

## Pictures of Chairman Hua fill Chinese newspapers

Peking, April 24.—Chinese newspapers were today filled with photographs of Chairman Hua Kuo-feng in a further promotion of the personality cult built around him since he succeeded Mao Tse-tung last October.

The People's Daily published 16 pictures of the Chinese leader taken in the northern oil field of Taching, where a national industrial conference is in session.

The newspaper *Guang Ming* devoted almost its entire four pages to pictorial coverage of Mr Hua. Accompanying news items lauded him for "braving heavy snow and biting cold" to visit Taching.

Mr Hua, aged 56, was pictured in Mao-like poses greeting conference delegates, inspecting oil rigs and chatting with an all-woman drilling team.

Unlike on some previous occasions, Mr Hua did not share the spotlight with Mr Yeh Chien-ying, the vice-chairman of the party. Mr Yeh is

apparently not attending the industrial conference.

Five other Politburo members also appear to be taking no part in the event, but analysts said there were no clear political conclusions to be drawn from their absence.

Seven thousand delegates are attending the "Learn from Taching conference," most of them billeted in tents.

Taching workers are cited as a national model for the way they developed the Manchurian oilfield into the country's richest oilfield despite harsh conditions.

They were also accused of communicating with a foreign power, which the indictment said was "Libya's hostile regime" to carry out activities detrimental to Libya's security.

Those on trial in their absence include two alleged ring-leaders, Abdel-Aziz Abdellah Makhrouf and Rabah Shabani El-Taib. The indictment said they had trained the other accused to handle explosives at a Libyan camp and also facilitated their entry into

## 15 Egyptians go on trial for 'Libyan plot'

Alexandria, Egypt, April 24.—A state security court yesterday put 15 Egyptians on trial, five of them in their absence, on charges of plotting to carry out sabotage in Egypt on the orders of the Libyan intelligence service.

The indictment, read by the prosecutor, said the defendants were recruited by Libyan intelligence to plant explosives at public installations and crowded places with the intent of committing mass killing and spreading panic.

They were also accused of communicating with a foreign power, which the indictment said was "Libya's hostile regime" to carry out activities detrimental to Libya's security.

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## Tanks shoot at leftists in Beirut

Beirut, April 24.—Syrian troops of the Arab peacekeeping force used tanks and machine guns today against left-wing gunmen in Beirut.

The shooting started last night and continued today after the force announced the arrest of four men alleged to have killed two Syrian soldiers on Friday.

An official spokesman of the Palestine Liberation Organization said no guerrilla groups were involved, but they were worried about the "Syrians' intentions."

Mossad sources agreed that the main faction involved in the fighting was the pro-Libyan "Nasserite Organization—Nasser Forces", whose leader, Mr. Khissam al-Arab, is believed to be in Baghdad.

The fighting was confined to a district near the Corniche in Mazraa, where Mr Arab's faction holds sway. The Palestinian stronghold of Sabra is an Ipanwish idol until last

Friday.

The PLO spokesman said: "Not all of them would go as far as to agree with the Arab's remark that the flame of Libya has been rekindled." But they do begin to believe that the Community is sufficiently interested in the convention to want to make it work smoothly and profitably.

Reuter.

## Weekend results and tables

### FA Cup semi-finals

**First division**

**Second division**

**Third division**

**Fourth division**

**Scottish second division**

**Scottish prem division**

**Scottish first division**

**Scottish LEAGUE**

**ATHENIAN LEAGUE**

**NEWSPAPERS**

**SCOTTISH LEAGUE**

**ROTHMANS ITHYMIAN**

**NEWSPAPERS**

**LEAGUE**

**NEWSPAPERS**





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COLISEUM, 240 1066 (Garden)
London, 101 712 1212 (Tues., Thurs., Sat., Sun.)
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THURSDAY, 101 712 1212 (Tues., Thurs., Sat., Sun.)
SADLER'S WELLS TN, 101 712 1212 (Tues., Thurs., Sat., Sun.)
SADLER'S WELLS BOY'S BALLET
Fri., 101 712 1212 (Tues., Thurs., Sat., Sun.)
THE COURT OF LOVE, 101 712 1212 (Tues., Thurs., Sat., Sun.)
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CONCERTS
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SAKURA-SAKURA, Piano, SCHUBERT-HAUS
THEATRES
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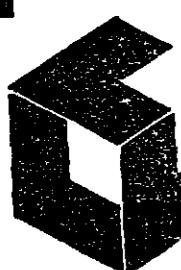
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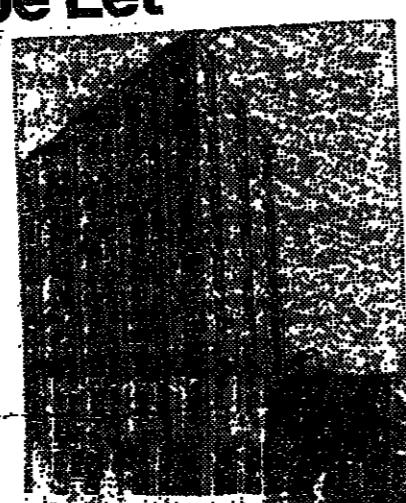
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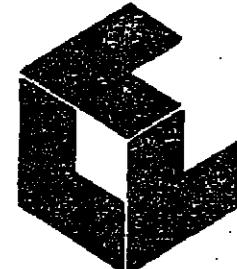
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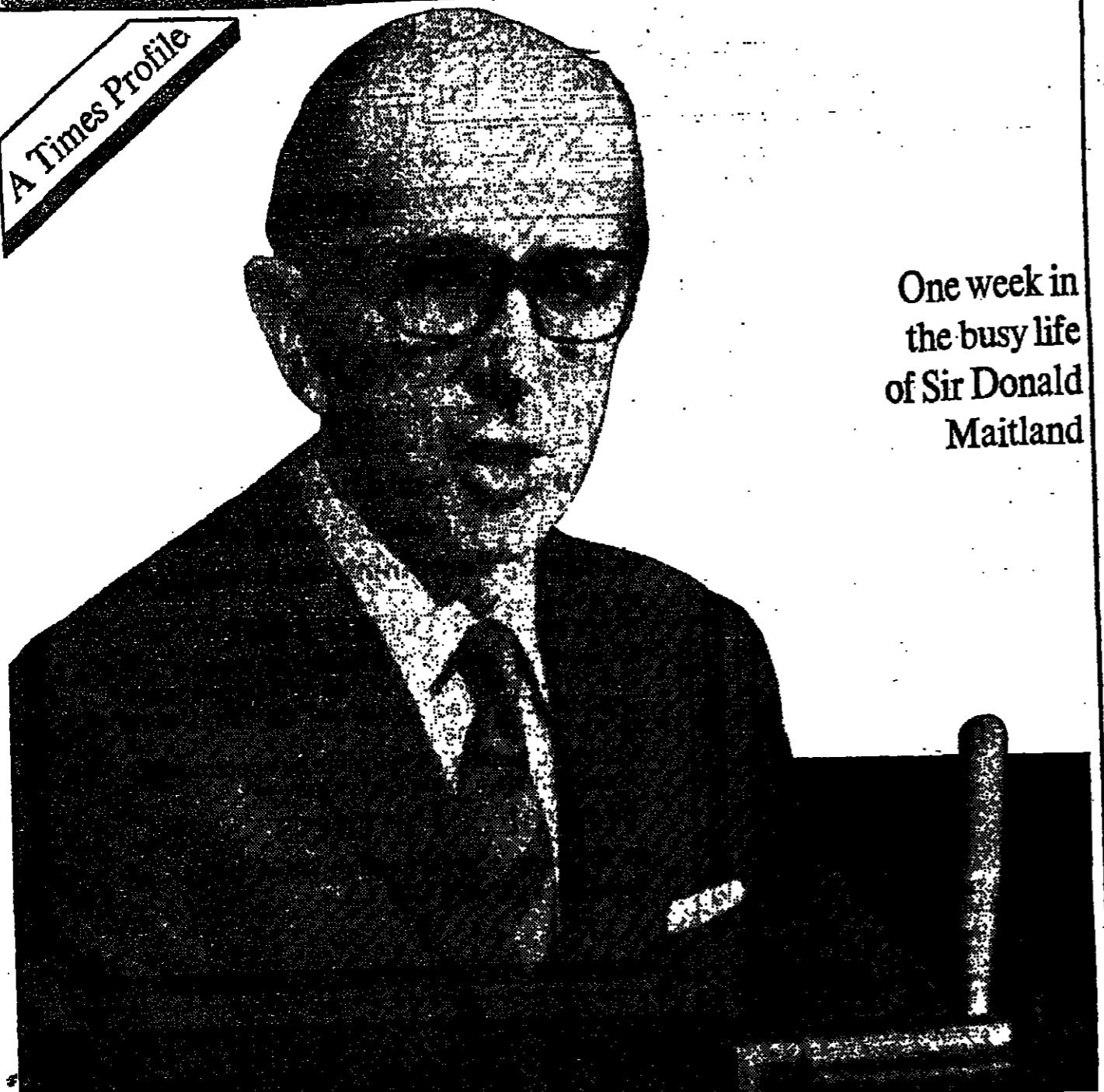
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A Times Profile



One week in  
the busy life  
of Sir Donald  
Maitland

## Setting a hectic pace in the corridors of power

Of all the bewildering array of interlocking bodies and committees which constitute the EEC's decision-taking machinery few are at once so influential and yet so hidden from public view as the Committee of Permanent Representatives or Coreper, to give it the name (derived from its title in French) by which it is invariably known.

If, broadly speaking, it can be said that the European Commission proposes, and the Council of Ministers disposes, it is Coreper, somewhere in between, which acts as shock absorber. Coreper is made up of the heads and deputy heads of the missions, or permanent representations maintained in Brussels. These missions are not to be confused with the embassies which separately represent the conventional diplomatic interests of the nine in Belgium.

The United Kingdom representation, known by the acronym Ukrepl, is currently presided over by Sir Donald Maitland, a small and wiry 54-year-old, a career diplomat with previous experience in the Middle East and as the British delegate at the United Nations, Sir Donald took over from Sir Michael Palliser in the second half of 1975.

His deputy is Mr Bob Goldsmith, who came to Brussels from the Department of Trade and expects to return there later this year. The Ukrepl staff is made up in about equal measure of Foreign Office diplomats and officials temporarily seconded from Home departments, the latter being slightly in the majority in the senior posts.

This makes Ukrepl unique, a microcosm of Whitehall abroad. "The tariff has taken over from the gunboat as the main instrument of diplomacy, and in Brussels we are on the front line of a revolution in the nature and conduct of British foreign policy," Sir Donald says. "I feel myself much more an extension of London than an ambassador."

Coreper meets twice a week, at the level of Ambassador on Thursdays and of Deputies on Fridays. Its main function is to prepare for the meetings of the Council of Ministers. It is also frequently asked by the Council to carry out specialist studies or to examine further unresolved questions.

All policy proposals submitted by the Commission are vetted by Coreper, thus enabling member states, in the relative privacy of ambassadorial discussion, to challenge those aspects of the proposals likely to be unacceptable to national governments even before they come up for debate by the Council of Ministers.

In practice, a substantial proportion of decisions are agreed at the level of Coreper. This procedure undoubtedly saves time, though it tends to add to the secrecy in which many EEC decisions are taken. As a counterpoise, the Commission is allowed to be present at Coreper meetings.

The chairmanship of Coreper, like that of the Council of Ministers and the three-yearly EEC summit meetings, is currently in British hands and will remain there until the end of June, when Britain's tenure of the EEC presidency expires. The presidency rotates every six months among member states in alphabetical order.

Sir Donald finds that what he calls "the tyranny of the presidency" has imposed a very rigid pattern on his week. The first part is largely devoted to preparations for the crucial Thursday session, and on Friday he repairs to London to report to the Government on what has transpired and on the prospects for the coming week.

The challenge has come at the right time. "There is a great deal of basic knowledge—more than in any other job in the diplomatic service—that has to be acquired on coming to Brussels", Sir Donald says. After more than a year here, he is beginning to feel the extra confidence that comes from familiarity with his subject matter.

The following is a week out of Sir Donald's diary, beginning on March 28:

**Monday**  
Arrives at 7.30 am and arrives at 2.30 pm: Receives Portuguese Ambassador to Brussels, who presented his Government's formal application to join EEC. No particular ceremony, but Sir Donald makes short and innocuous statement on behalf of Community.

2.30 pm: Takes chair at meeting of EEC ambassadors and their counterparts from the African, Caribbean and Pacific (ACP), countries linked to the EEC by the Lome Convention. Main purpose is to prepare for the annual meeting of EEC and ACP ministers in Fiji on April 13 and 14. Much of discussion is devoted to trade problems. Sir Donald puts agreed Community position, speaking from a tight "steering brief" prepared by the secretariat of the Council of Ministers and drawing on the conclusions of earlier discussion in Coreper.

6 pm: Meeting ends with signature ceremony for three new ACP members, Sao Tome and Principe, Cape Verde and Papua New Guinea. Sir Donald makes short speech and signs on behalf of Nine. Glass of champagne is served. Returns home to co-host working dinner for EEC energy ministers with Mr Anthony Wedgwood Benn. The ministers are due to meet in Brussels the next day. Discussion continues until about 10.30 pm. Sir Donald works on papers and retires at about midnight.

**Tuesday**  
6.30 am: Rises and reaches office by 9 am. Sees Mr Benn in Charlemagne building—headquarters of the Council of Ministers—at 9.30 am before energy meeting begins. The meeting lasts throughout the morning, continues during a working lunch and finally winds up at about 4.30 pm.

6 pm: Meeting of EEC research ministers begins. Main item is the choice of site for the Community's experimental thermonuclear fusion project. Mr Benn, who had been in the chair at the energy meeting, puts on national hat to argue the British case for Culham. He is replaced in the chair by Mr Gerald Kaufman, Minister of State for Industry. Meeting continues throughout night, with breaks for a working dinner, bilateral discussions between Mr Kaufman and other ministers, and restricted ministerial sessions from which Sir Donald and other ambassadors are excluded. Finally ends in failure at 4.15 am on Wednesday morning.

**Wednesday**  
5 am: Arrives home and goes to bed. Up at 9.30 am and in office by 9.45 am. Reads papers, telegrams and brief prepared by Council of Ministers secretariat on monthly session later in the morning of Greek EEC membership negotiations.

11.15 am: Sees Mr Byron Theodoropoulos, the leader of the Greek negotiating team. Discussions proper start at 11.30 am. Sir Donald makes statement on behalf of Nine on Greek contributions to the EEC budget. Lunches in office on sandwiches. 3 pm: Receives briefing from Council

secretariat on next day's Coreper meeting. Returns to office to continue working on secretarial papers. More papers come in during the afternoon both from the secretariat and from the presidency in London.

6 pm: Begins to dictate personal guidance notes for the Coreper meeting. Continues to work on these and related papers after dinner at home. To bed about midnight.

**Thursday**  
Arrives at office. Briefing session with those Ukrepl staff members specializing in subjects on the Coreper agenda. Sir Donald is brought up to date with basis of what may have arisen since he last building. Takes chair at Coreper meeting at 10 am, rings bell to start meeting at 10.15 am and begins to plough through agenda. There are three main items: Preparations for the EEC/ACP Fiji meeting; the aftermath of the abortive farm and research ministers' council earlier in the week; and preparations for the meeting of foreign ministers in Luxembourg the following week.

Meeting breaks for luncheon, which is attended by Mr Roy Jenkins, the President of the European Commission, and several of his colleagues. This engagement has become a tradition at the last session of Coreper before the monthly meeting of EEC foreign ministers. Coreper resumes soon after 3 pm. It is briefly interrupted at 5.30 pm for the signing of cooperative scientific research projects with a group of non-EEC countries. Main Coreper business is completed at 7.30 pm. After which there is a short farewell ceremony for the departing German Ambassador.

8.30 pm: Sir Donald returns to office. Discusses points to be raised during next day's London visit with members of Ukrepl staff. Goes home for dinner at 9.30 pm and continues to work on papers until about midnight.

**Friday**  
6 am: Gets up to catch plane for London. This is slightly delayed and does not leave Brussels until 7.55 am. Arrives in London and sees first Mr Frank Judd, the Minister of State at the Foreign Office, to report on the past week's event in Brussels and the prospects for the next.

11 am: Attends a meeting at the Cabinet office chaired by Sir Roy Denman, second permanent secretary in the Cabinet secretariat, and other officials from the Treasury, the Ministry of Agriculture and the Foreign Office. They go over the same ground as at the Judd meeting but in more detail.

1 pm: Call on Mr Joel Barnett, chief secretary to the Treasury, and they run through agenda for the joint meeting of EEC foreign and budget ministers in Luxembourg on the coming Tuesday. After a sandwich lunch, sees Sir Michael Palliser, the head of the Foreign Office, and leaves for Heathrow at 3 pm, arriving back in office in Brussels by 6 pm. (The Friday visit to London was instituted to cope with the extra work load of the presidency, but it has proved so useful that it is likely to become a permanent feature of the UKREP operation.)

**Saturday and Sunday**  
Saturday morning—Sir Donald reports to other members of the Ukrepl staff on the results of his London visit. That chore over, he is then his own man until Monday morning. As has become their custom he and Lady Maitland spend part of Sunday walking in the Forêt de Soignes, the splendid tract of woodland lying on the south-eastern outskirts of Brussels.

Michael Hornsby

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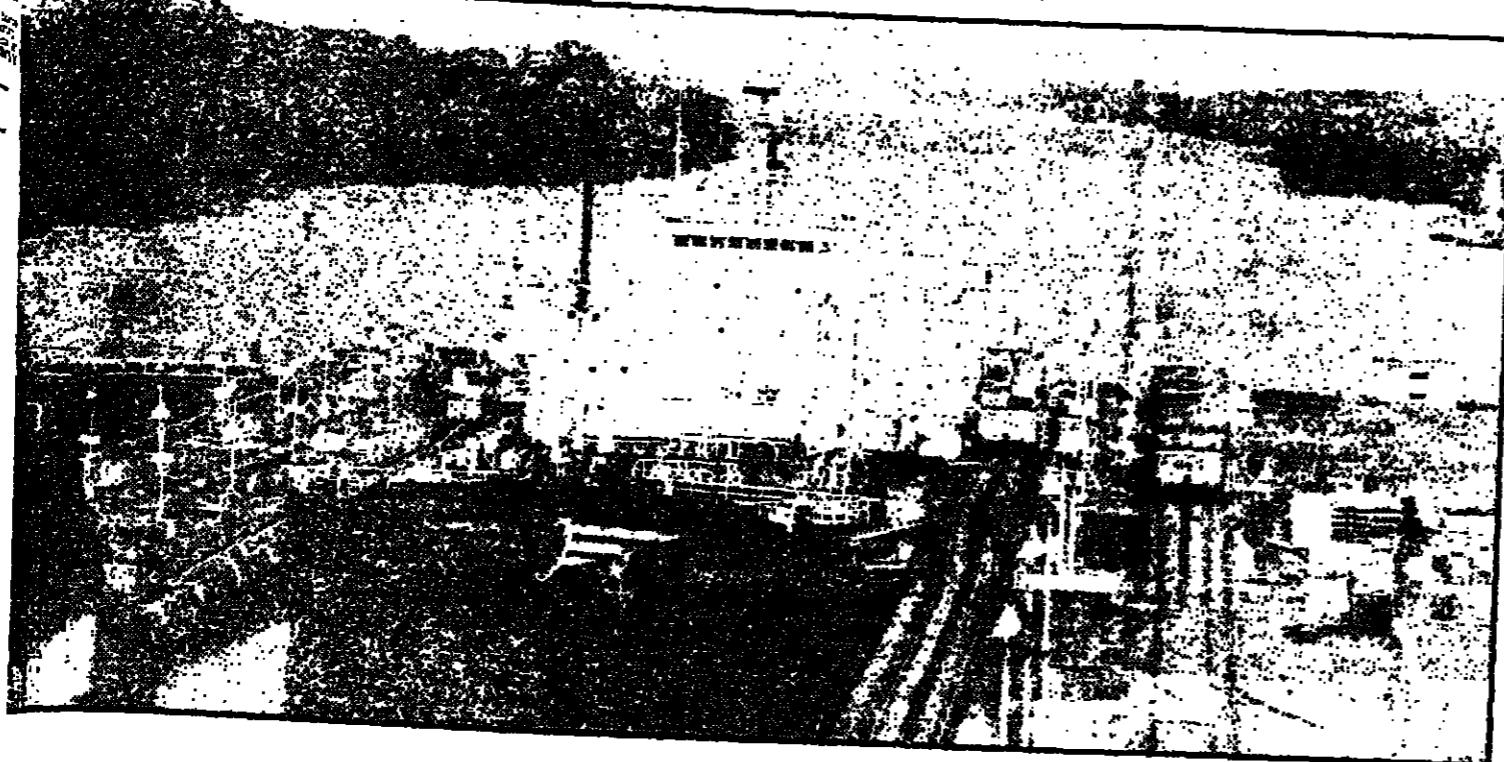
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# PANAMA

a Special Report



## After a new place in the world

Sidney Wise

ma's most valuable natural resource is its location between the Atlantic and Pacific North and South America. It is in the process of merging from the political and economic shadow of the canal which has isolated the country for United States presence in Panama is taking steps to make use of its strategic location in other areas of finance, trade, commerce and economic development in a fashion mostly psychological since 1976.

But the short-term effect of a treaty solution will be more than \$10,000m by the generally accepted date of 1976. For termination of the United States presence in Panama is taking steps to make use of its strategic location in other areas of finance, trade, commerce and economic development in a fashion mostly psychological since 1976.

Now Panama is taking steps to make use of its strategic location in other areas of finance, trade, commerce and economic development in a fashion mostly compatible with recent trends. Development of a reinsurance industry somewhat along the lines of the present banking system is one such area. Construction of a container port to accommodate ships too big to pass through the canal is another. Creation of a Latin American export-import bank located in Panama is a possibility to Dr Barletta's plans for doing the same in other areas of finance and third.

With or without a settlement of the Panama Canal question, we are economic development.

going ahead", Dr Nicolas Ardito Barletta, Minister of Planning, says. "Of course, our task will be made much easier once the canal treaty problem is resolved."

But Panama is impatience to start its new stage of development but first it must overcome the high inflationary trend and the recession which have slowed economic growth to almost zero during the past two years.

However, given the success of Panama in using its strategic location to create a major international banking centre and finance. So far, the planners of man's future.

It is tempting to grant some compatibility to Dr Barletta's plan for doing the same in other areas of finance and third.

More than 70 of the world's largest banks are represented in Panama and are engaged in thriving finance operations. The growth in banking has been impressive. Total assets of \$367m in 1967 increased to more than \$10,000m by the canal.

The original 1903 treaty signed by Panama shortly after it gained independence from neighbouring Colombia granted the United States a strip of land 10 miles wide and 50 miles long for constructing, operating and defending a canal between the Atlantic and the Pacific.

Also to be reckoned with is the power of the shipping lobby in Washington which enjoys many benefits from United States operation of the canal.

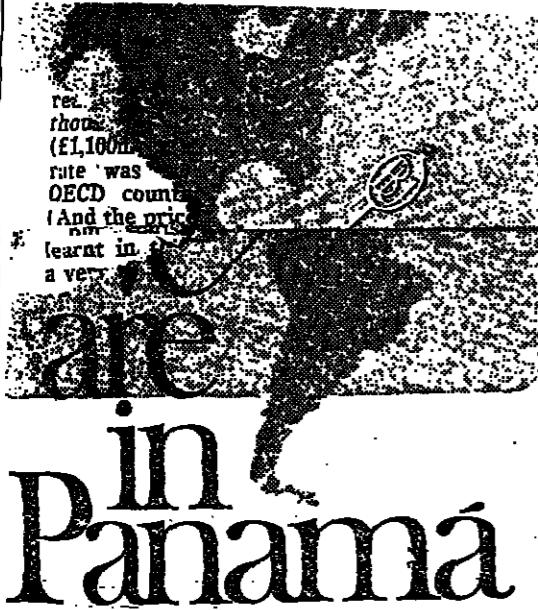
Illiteracy is being reduced and greater educational facilities are being made available. The number of university students has tripled during the past decade.

The rate of population growth at 3.2 per cent is another source of increasing pressure on a Government facing many problems.

This year is likely to test the viability of the expansion plans for the economy. Panama has a long way to go to reach maturity but its attempt to develop is aided by many favourable factors.



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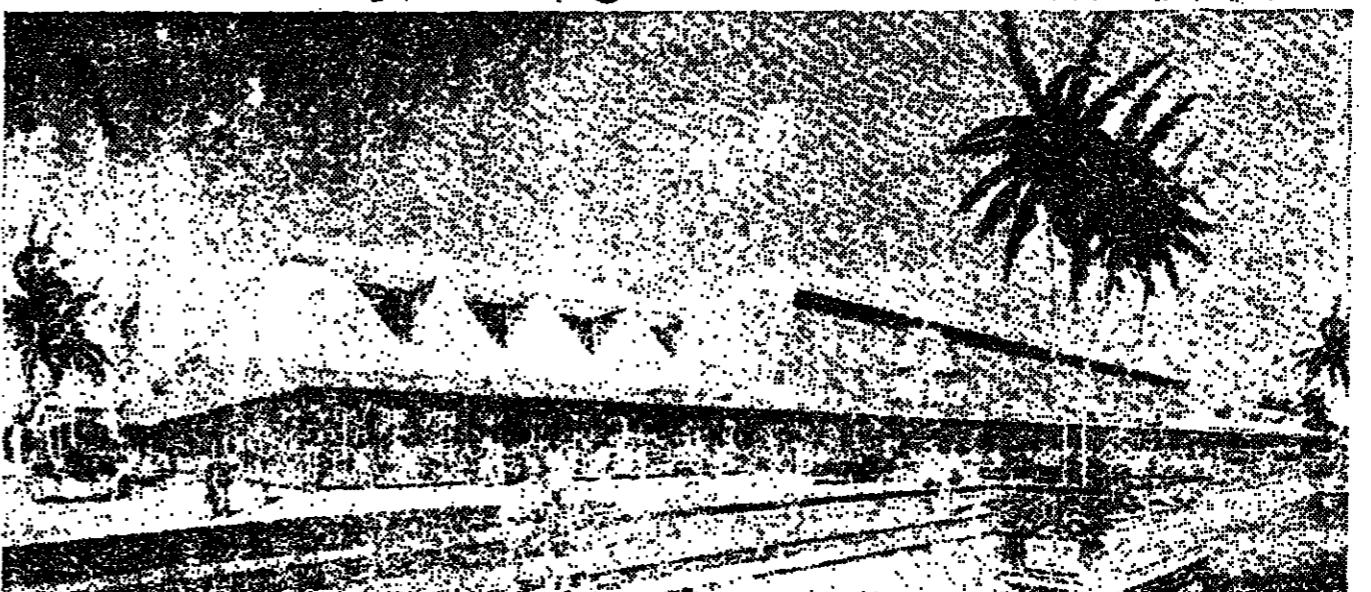
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### Signalling left but turning right

"What is confusing about General Torrijos is that he is like the driver who signals that he is turning to the left but invariably ends up going to the right", a local businessman commented.

His policies have been characterized as being "agitated to the left of the centre of political activity".

Privately both sides insist that total agreement is near and that accord, in principle, has been reached. Similar background statements issued previously by opposing negotiators leave room for scepticism, although it is generally agreed that the outlook for a settlement has recently improved.

Under his nine-year rule, public health programmes are still very adequate with an annual mortality rate of 3.2% - one of the lowest in the world.

Although Panama has a per capita income of almost \$1,000, one of the highest in Latin America, about 25 per cent of the population are



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## Measures adopted to revive economy

by Sidney Wise

A double economic strategy is being employed by Panama to create a long period of high growth within a new pattern of development.

The immediate strategy is to pull the economy out of the recession which, in 1976, slowed expansion of the gross national product to almost zero.

The longer-range objective is to create new sources of economic growth which will fortify the internal economy while expanding most of it imported from Panama as an important industrial power since

world trade and banking centre.

For Panama, 1976 was the worst economic year since the 1930s. The g.n.p. which had been expanding at an annual average rate of about 8 per cent since 1960, the highest such growth in Latin America, diminished to a rate of increase of 0.5 per cent.

In view of Panama's 3.2 per cent annual population increase, that means a per capita decline of 2.7 per cent. What made it more painful was that 1975 was little better, with a g.n.p. increase of only 1.5 per cent.

"The economy might have weathered each factor separately," Dr. Nicolas Ardito Barletta, Minister of Planning, said. "But the

combination of all of them unfolding at the same time was too much."

However, if the plans of Dr. Ardito Barletta materialise, Panama may be on the way out of its present predicament and travelling along the road to long-term growth, although not the kind of dramatic expansion that took place in the 1960s and early 1970s.

To revive domestic economic growth, the Government has adopted a series of tax, legislative and spending measures aimed at stimulating private investment, creating more jobs and increasing exports.

The onerous aspects of the labour code have been removed. Accelerated depreciation is now allowed for investments in construction and equipment. A 90 per cent reduction of the dividend tax is granted when retained earnings are reinvested within a nine-month period.

The government development bank, Corporación Financiera Nacional, is promoting 20 joint ventures with the private sector, ranging from factories to hotels in which private banks will provide the operating capital.

Meanwhile, a series of projects being built aim at increasing economic growth. An international airport within a zone for light industry, commercial and air cargo facilities is expected to be finished within five months. The World Bank provided a loan of \$24m of the \$60m needed for construction.

A \$30m container port to handle cargoes of container ships too big to go through the canal will be built at Bahia Las Minas on the Atlantic side by a Canadian firm which will also provide the finance.

Another World Bank project now being built is a \$38m fishing port at Vaca

where tuna will be processed and trans-shipped. The port is near rich tuna areas and can save the expense and time of fishing boats making round trips to and from their home ports.

### Bigger role for free zone

Expansion of the free zone is being carried out, source of income is tourism. A convention centre financed by a \$2.2m loan from the Inter-American Development Bank is being built. Tourism promotion is being carried out in areas like Puerto Bello and the San Blas group of 133 islands, which have tropical beaches and succulent lobsters among their main attractions.

The expected completion within one year of the Pan American Highway by cutting through the Darien Gap will open a new source of economic wealth. The area has rich forest reserves of softwood ideal for pulp and paper. It has already attracted several Canadian paper companies.

Panama is combating higher oil prices through construction of a series of hydroelectric dams which cut down the need for petroleum as an energy source. The recently completed Bayano hydroelectric plant, east of Panama City, is saving \$10m annually in reduced imports of oil. Other hydroelectric projects being built in Chiriquí province will provide savings to Panama in fuel oil of up to \$40m.

Part of the strategy of Dr. Ardito Barletta is to foster multiple-function development. Most of the projects being carried out combine one or more of the aims to create new jobs, increase production so as to lower inflation, raise exports, accelerate import substitution, and build up per capita income. All this is within the larger context of transforming Panama into a bigger world banking and commerce service centre.

In a nation like Panama, about twice the size of Belgium, with a territory of 29,208 sq miles, a population of 1,700,000 and a g.n.p. of only \$1.15bn, import substitution has severe limitations.

With such a small domestic market, it is impractical to carry out import substitution to its most developed point of manufacturing cars, steel and television sets. Panama aims at completing a preliminary phase of substituting imports through light manufacturing.

The main thrust of its expansion, however, remains using its strategic geographic location to establish a service centre for world trade and banking.

Dr. Ardito Barletta expects Panama's g.n.p. to grow 3 per cent this year and to increase from 4 to 5 per cent in 1978. For the decade thereafter, he foresees an average annual increase of 7 per cent with per capita annual income of \$2,000 by 1990.

## Freedom proves lure to the big banks

Besides having a shipping don and South America, a deposits, as well as the international banking centre.

Panama's banking boom originated in Panama with growth at more than a small helps to stimulate in fraction of such a rate of growth as a trading centre increase, it seems clear that the banks have made a decision to expand Panama as a credit capacity has almost unrestricted local credit.

The presence of so many large foreign banks doing business only of multi-million dollar operations domestic profits. Their

annually has made it possible for Panama to receive credit to develop local industry, agriculture and the economy to an extent far beyond what it might be able to obtain otherwise.

There are three types of banking licences in Panama. A general licence permits banks to carry out both domestic and international operations. Exports of manufactured goods from Latin America are expected to rise \$17,000m by 1980.

The proposal is sponsored by Panama and was favourably received at a meeting last September of the Latin American Central Bank governors.

Steps are being taken to increase further the volume and kind of services performed by Panama's financial centre.

On Wednesday Panama first international bank convention will be held. Representatives of the international financial community will meet for three days to discuss future possibilities of the banking centre with special regard to loan syndication, money brokerage, foreign exchange, money management, bankers' acceptance and investment banking.

The fact that Panama has bank secrecy laws and permits numbered accounts has inspired a description of this tiny nation as "a Latin Switzerland", but it is clear that Panama grants incentives and privileges to those in Latin America, it would be difficult to find a place with more attractions than Panama.

There are no controls over the free flow of capital in or out of the country.

There are no exchange controls with more attractions than Panama.

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The very process of expanding Panama as an international banking centre.

Neither Panama's economy nor credit capacity has grown at more than a small helps to stimulate in fraction of such a rate of growth as a trading centre increase, it seems clear that the banks have made a decision to expand Panama as a credit capacity has almost unrestricted local credit.

The presence of so many large foreign banks doing business only of multi-million dollar operations domestic profits. Their

annually has made it possible for Panama to receive credit to develop local industry, agriculture and the economy to an extent far beyond what it might be able to obtain otherwise.

Another seemingly logical extension of the present concentration of so many banking licences in Panama is a proposal to create Latin American multilateral foreign trade bank.

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Panama buys 40 per cent of its consumer goods abroad.

The rate of increase was an estimated 10 per cent last year, lower than the 15 per cent rate of 1975 and the 24 per cent of 1974, but still high enough to aggravate the economic woes besetting the Latin America, diminished to a rate of increase of 0.5 per cent.

At the same time, mostly because of higher world oil prices, Panama's balance of trade deficit increased from \$100m in 1973 to \$260m in 1976 while new social legislation and a labour code making it prohibitive to dismiss workers caused a sharp drop in private investment.

The Government, which provides unusual freedom of commission, has adopted a series of tax, legislative and spending measures aimed at stimulating private investment, creating more jobs and increasing exports.

The onerous aspects of the labour code have been removed. Accelerated depreciation is now allowed for investments in construction and equipment. A 90 per cent reduction of the dividend tax is granted when retained earnings are reinvested within a nine-month period.

Few of the giant international banks are absent from Panama, and it also has a surprising number of medium-sized banks, many of which were established since the law was adopted.

Panama is the arbiter of the number of banks to 21. At the same time, a banking commission was created to supervise a more tightly controlled system of financial institutions.

There is no sign that this situation will change. On the contrary, although regulations to prevent questionable banking practices have been tightened, the Government is convinced of the safety which it has established since the law was adopted.

Applications to open banks are carefully screened and it may be a year or more before permission is granted.

Only four permits were granted last year. This was a result not only of the strict requirements of the commission but also of the aftermath of the world recession and because Panama may be reaching a temporary saturation point in attracting banks.

Tax incentives have been one of the most powerful stimulants of Panama banking. Almost total tax exemption in foreign operations is granted to banks established in the republic. Tax exemptions also apply to interest earned from savings accounts and long-term

Interest rates are available and Panamanian banks are sought after by many other nations as

the working language of the country, rapid telephone and cable communications

which are available and Panamanian officials, including even Government

and the greater part of the year's losses. Even so, the figure of 52 losses sustained by one flag, Panama, must considerably account for 2 to 3 per cent of world tonnage. Since then many other nations have exploited convenience registries with Liberia becoming the most important force with a registered fleet of nearly 75,000 tons—rather more than twice the size of the British registered fleet.

Economic factors have been the main influence on owners, particularly American, to flock to the convenience flag. About 30 million tons of Liberian and Panamanian vessels are controlled by American companies.

The flags have attracted scores of reputable owners from Europe, Scandinavia and Britain as the best of flying their respective convenience flags has risen beyond an acceptable level. On the contrary, it is reckoned that operation under a convenience flag compared with a domestic flag can produce savings of between 15 and 30 per cent.

Ships of less than 5,000 tons will be liable to a charge of \$300 and for vessels of more than 5,000 tons the charge has been set at \$500. Proceeds from this tax will be channelled to a special inspection fund controlled by the General Director of Consular Affairs and Shipping.

Mr Juan Antonio Stagg, Panama's consul general in New York, said recently that in addition to benefiting the prosperity of the Panamanian merchant marine, it was hoped that the new legislation would have an influence on the international prestige of Panama and reaffirm the nation's position as one of the largest flag operators.

The Federation of American Controlled Shipping has supported the new measures although it has reservations on the effectiveness of the inspectorate in meeting its targets because of the wide spread of Panamanian-registered ships and the general age of the fleet.

The author is Industrial Correspondent, The Times.

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Eric Moonman

# Teaching government ministers how to do their jobs properly

The Prime Minister is supported by 107 ministers. The process of their recruitment from the back benches—as with previous administrations—is baffling to the world outside Westminster, to say nothing of the speculation and surprise of their own colleagues. In reality, the Prime Minister largely inherits his team from his predecessor, as Jim Callaghan did. Change he can and will introduce, but these are invariably gradual and modest.

How good are ministerial decisions? How effectively do they relate promises to policies, plans and programmes to people? A few critical factors affect the answer to those questions: the competence and experience of the individual minister; the way a department has been run and how it expects to be run; Civil Service recruitment policy; and the amount of time available to ministers for planning between crises.

To take the competence and experience of ministers first, very rarely does a ministerial appointment reflect any degree of specialist knowledge of a department's responsibilities. The likelihood is that, for example, someone who has spent his life in recruiting may find himself looking after the Royal Navy, or the man who has no technological or managerial experience lands in the Department of Energy. And, if you look back over the past two decades there have been many instances of a politician covering one department's work and without

men's responsibilities for a long period from the Opposition Front Bench and then being given an entirely different responsibility when in government. Of course, if the minister is up to the job at all he will learn, and may learn quickly, what happens while he is learning?

A minister can affect the mood of a department, but it requires considerable drive and determination. The late Tony Crosland really did shake up the Department of Education, making it task-oriented where, prior to his tenure of office, they had muddled through, failing to respond to outside pressures and being proved of the fact. He was invariably in the Cullen Street office very early each morning and was the last to leave each night. This dedication transformed the mood and aspirations of the staff far more effectively than any directive or memo.

The raising of the aspirational levels of staff is critical in any organization but it is made somewhat more difficult in government departments by a recruitment system which, years after the Fulton Committee recommendations, still fails to reflect the changes in the nature of our society, still aims to perpetuate class and still does not meet the challenge of modern management. Sir Harold exaggerated the importance of these political advisers and so does Joe Haines, himself a political adviser *manqué*. It is not surprising then that many ministers, lacking detailed knowledge of their department's work and without

experience of how to make an organization work for them, have sought to find alternative ways of obtaining information and advice. And when the pressure is such that there is no time to think about the decision being demanded here and now, then, as Dick Crossman once told me when I chided him for misunderstanding new town policy when he was at the Housing Ministry: "Don't complain. My Cabinet colleagues take the best possible decisions the 24 hours

of his schizophrenic role at Number 10. Nor have we heard the last of these pathetic tit-bits as at least five ex-Cabinet ministers are busily writing up their versions of the subtleties of Harold's enigma.

Haines claims that the Wilson Government was too timid in its use of these politically committed, mostly young people who are experts in their own field and on party policy. He describes the Prime Minister's Policy Unit as "incredibly" the most conservative in government, the machinery of government for many a long year" and says that the criticism of "jobs for the boys" should be rejected in order to resist the encroachment of Civil Service power on the executive and upon Parliament.

In fact, the quarter of a million pounds which the political advisers cost the taxpayer is a mere pittance compared with the salaries of permanent assistants whose expertise was often acquired in university research departments and whose knowledge is actually less than the minister's own. And the special relationship they have with the minister may well keep away people whose advice the minister ought to have. For any minister, or senior executive of any kind, should be curious with his time and the number of people with whom he has a special relationship". Few of these political advisers would qualify as grounds for specific knowledge of the responsibilities of the department. And if any of the band of 107 need someone on the payroll to

remind them of their political creed then there's a hell of a lot wrong with the ministers.

Yet the minister does need expert advice other than from civil servants. The Fulton Committee recommended that a minister should be able to employ on a temporary basis such small numbers of experts as he personally considers he needs to help and advise him. Some of those listed as special advisers do indeed fall into that category, the Department of Health and Social Security having made good use of Professor Brian Abel-Smith.

In addition to the experts on poverty, transport, energy, or whatever, there is one additional adviser for whom ministers should find room—the specialist in long-term planning and technology assessment. One political executive has already learned how to harness this kind of expertise.

President Jimmy Carter, who, as Governor of Georgia, organized the Office of Planning and Budget which in its annual Budget review required

each agency to present a plan, which was then evaluated and incorporated into policy planning which Carter himself directed. The President is now developing plans for the reorganization of the executive branch. He has said that he "will press every government agency to pursue future research and technology assessment to help them make wiser decisions", and will seek and require better means of involving the public in these activities.

Such forward-thinking and planning would help our ministers to get their work load and objectives in perspective. But the fundamental problem as to who serves in the ministerial team and how their performance is assessed remains. A group of Labour MPs is demanding that the Prime Minister should no longer make the choice himself and that all appointments should be voted on by the Parliamentary Labour Party. This would be a bad practice; it would merely reflect the relative strength of the left and right wings rather than a serious scrutiny of the men selected.

The answer lies in recognizing that a ministerial appointment requires the same preparation and training as an executive task in industry. Thus a management development scheme, with regular appraisals and training, has as much validity for potential ministers as it does for anyone else in the decision-making business. This could not produce experts in any particular field but it should strengthen decision making and expose the failures.

*The author is Labour MP for Easton.*  
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## The GLC

Owing to a fault of transmission in a sentence about the London boroughs, the words "excluding the three City of London, which are non-political" were included mistakenly in George Hutchinson's article on Saturday.

# Journalists play both ends against the middle

The National Union of Journalists stumbled through four days of confused cantankerous debate at its conference last week, but every trade union has its allure, and for all the lack of order or coherence, or perhaps because of it, the conference has a personality all of its own.

It can glibly make some cross decisions. Without demur, delegates voted to go into secret session to debate a persistent dispute at East Midlands Allied Press, and the journalists who were there to report the proceedings were thrown out. It can hardly be said that 340 delegates wanted to get down in private to discuss delicate matters of strategy; it merely turned into a stinging match. And the irony of journalists' squabbling over press issues largely unnoticed.

The conference is the annual occasion for the union to wear its ultra-left mask, which for most of the other 51 weeks in the year is put away. An observer would be convinced of an imminent upsurge of

militancy in what is in fact an essentially middle-of-the-road union membership.

Nobody leads the NUJ, it just develops its own momentum behind favourite causes of the moment, and the outcome is anybody's guess. Among its printing union brothers in the newspaper industry, it is viewed almost paternalistically, based on its innate tendency to ride off in all directions at the same time.

The best people at presenting delegates with a positive approach in the absence of a decisive executive are the far left, who as in almost every union conference are disproportionately represented. They offered the initiative last week in a decision to commit something in excess of £10,000 a week in dispute pay to try to break down a determined management at East Midlands Allied Press. The non-militant delegates felt happily behind the move, although on cool reflection they might consider the danger of the union's £250,000

fighting fund being entirely wiped out.

The left also set the pace in the move to halve Press Association copy designed for strike-bound newspaper offices, a move that attracted strong moderate support. But again the executive mumbled incompletely.

The executive's advice on both those issues, such as it existed, was flouted, and its only important victory of the week was a vote for future pay curbs narrow though it was.

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balance moves to and fro; this time it has shifted towards the left. In the next year it can safely be expected to appear more militant, but in the end the rank and file in its plodding way will not be pushed too far. A revolt against an executive attempt to spread a BBC Radio Sheffield strike proved that, and the reputation of the executive's ability to gauge the mood of the members was wounded deeply.

Mr Denis MacShane, a BBC sub-editor who was prominent in trying to spread the strike, was offered as a scapegoat for the collective folly of the executive, and in a rank and file poll lost his place as one of the two broadcasting members. But he bounced back as vice-president in a ballot among conference delegates, which had enough of doing an intensely difficult and thankless job.

The far left showed themselves in the NUJ through Journalists Charter, an organization that succinctly declares its policy as attempting to link militants

around a common aim, and that aim is "to mount an offensive against the employers on every front".

In a booklet advocating the closed shop it states: "Many union members would, given the opportunity, act militantly. At the moment they are isolated, demoralized or unaware of their collective strength." The group is better organized than anything else at the NUJ conference, and is comparatively a very slick outfit. That, despite its small membership, is its strength.

Mr Kenneth Morgan, who throughout his general secretaryship has been relentlessly attacked by the highly articulate left, as well as by a good proportion of everybody else, is leaving. Presumably he has had enough of doing an intensely difficult and thankless job.

His farewell shot to his last NUJ conference before moving to the Press Council was that he had done his best to keep both ends of the union

attached to the middle. It had not made him popular.

The left and the right are now after his job, and in a national ballot the likelihood is that the voice of the right will be heard. Journalists Charter is expected to put up a candidate, and the margin by which he is defeated will be an interesting guide to the support in the rank and file for extreme right-wing candidates.

No matter how tough or left-wing the new executive tries to be in the next 12 months, in the end it has to live with 28,000 members who in the main are moderate. If they are pushed too far they will rebel or resign, and there are always rumours about the establishment of another journalists' union for those disenchanted with the political intensity that characterizes the NUJ leadership. Not many people have enjoyed the continuing cock-fight.

**Christopher Thomas**  
Labour Reporter

# Why the Aberdeen pilots scrambled into the union

The extraordinary fact about the Bristow helicopter pilots strike, now entering its second week at Aberdeen Airport, is that in the briefest space it has turned some 60 well-paid and highly professional men—most were service officers hostile to union organization—into militants, prepared to stand in picket lines and boycott their company into submission.

If the men believe, the aim of the company was to subdue unionism among the pilots based at Aberdeen, it is ironic that the abrupt dismissal of Captain Peter Royston, a Balpa member, and the attitude of Mr Alan Bristow, chairman of Civil Air Transport has asked Mr Benn, Secretary of State for Energy, to intervene. Fuel supplies are thought to have run so low that Bristow pilots prepared to work will soon be unable to fly their

ways. It could exacerbate the whole delicate issue of union organization within the offshore oil industry and bring production from a number of platforms to a standstill at phenomenal cost to the country. Naturally, the oil companies and the Department of Energy are greatly concerned. Not least because they see in the pilots, 54 of whom have now been dismissed and must therefore force the issue through Balpa, and in Mr Bristow, the rough and uncompromising boss, an irresistible force about to meet an immovable object.

The National Joint Council of Civil Air Transport has asked Mr Benn, Secretary of State for Energy, to intervene. Fuel supplies are thought to have run so low that Bristow pilots prepared to work will soon be unable to fly their

aircraft. The National Union of Seamen have refused to allow service ships to carry personnel or cargo to the rigs which would normally be flown, fuel tankers drivers have refused to supply the Bristow base and any attempt to bring in non-union tankers would be countered either by spreading the strike or blocking the vehicles involved.

Helicopters carry little more than 5 per cent of material to the oilfields, but they do transport the crews and take equipment required in emergencies. Without the essential airlink it would not be long before safety codes on many platforms were being infringed.

British Airways helicopter pilots have already supported their Bristow colleagues with a 24-hour stoppage and the strike committee calculate that the company cannot much

longer service contracts in the North Sea. Pilots qualified to fly the powerful Sikorski helicopters do not, as they say, grow on trees. They are in short supply and a pilot brought from another part of the company's operation merely creates difficulties with other contracts.

The company, however, claims that so far all contracts have been serviced and that the strike has not seriously affected them.

This is not a pay or conditions dispute, although these issues were taken up by the Bristow pilots with their mercurial chairman last November through a pilots' group. The strike has been caused by the dismissal of one man for refusing to take up an overseas appointment before his present contract expired. The strikers believe he was victimized.

"The pilots' group faded away and, frankly, we tended not to be interested in unions here," said one striker. "Many pilots, in fact, joined the company because it was non-union and they did not like what was happening elsewhere. They still admire the commercial skill of Alan Bristow and there is a great loyalty to the company, but frankly they are now joining the union from a sense of wanting protection. Balpa membership has shot up, and Bristow is the best recruiting sergeant the union could have."

Others were astonished by the sudden and unexpected change in their lives. "Two weeks ago, I was simply getting on with my job. Now I'm on a picket line, officially dismissed from the company, mortgage in abeyance and my wife and kids wondering what the hell's happened."

The picket line outside the administration block at Dye's is not the normal tridented hedge but formed by well-spoken, articulate and cheerfully polite men more used to giving commands than making protest. "Here we are, stuck in the rain, while the management have locked up the lavatory and demanded back our cold weather jackets. The airport wants to tow away the caravan we have been using for shelter", one man said. Not only the weather has lashed them. Recently, the chairman himself directed some of his more apocalyptic thoughts at the picket line. The men flinched and picketed on. Industrial relations at Bristow, our observer noted, were about to burst into the nineteenth century.

Ronald Faux

## The Times Diary

### High minds, keeping low profiles

Suddenly, a recognized face crossed the lobby, lips tightly sealed. It was Sir Charles Forte invited to the conference on the ground, no doubt, that he owns the hotel.

At lunchtime, large trolleys of drinks were wheeled downstairs and faint sounds of cocktail chatter wafted up from the basement. This was clearly the time to go and talk to everyone, so I strolled down to the conference room and through the glass door at the semi-circular rows of green baize covered tables facing a huge picture window with a fine view over Torbay, and a portrait of the Queen looking down on the proceedings.

Delegates were standing around in serious groups clutching high-powered drinks. In a corner David Rockefeller, chairman of the Chase Manhattan Bank, and Henry J. Belafonte, the bearded folkie who sang sweetly when Henry Kissinger was going to arrive.

Kissinger eventually turned up two days late. His failure to appear on time was not the only disappointment for the waiting rubber neckers. Margaret Thatcher had cried off, presumably because she needed a lie down after her Far East trip and before her descent on Grindelwald.

There was a Giscard d'Estrées on the guest list, but he turned out to be a different one and anyway he was not coming either. Sir Keith Joseph and Harold Lever, who did turn up, did not have the same glamorous appeal.

Most of the faceless captains of industry had checked in on Thursday night, gone straight to their rooms and stayed there,

mumbled, and sped past to the safety of the conference hall.

Next week's conference at the hotel is on electric cookers. I doubt if that will disturb the slumbering routine of the Imperial guests much, either.

### Cheers!

Some of you may have heard me being interviewed on Radio 4 at the weekend, along with the diarist from *The Guardian* and *The Daily Telegraph*. The interviewer, Nigel Rees, was *Windsor* itself about this column, but he did weigh into the *Guardian* man quite severely for writing so much

guff about the BBC.

Obediently we left, bumping into Lord Home, the conference chairman, breezing round a corner. "So sorry," he

# Crumbs for the Third World from the rich north's table?

The world's rich northern nations are desperately searching for a way of bringing to an end, with the minimum of acrimony and constructive appearance, the talks on the industrialised Paris dialogue in which the rich southern hemisphere have been engaged for nearly 12 months.

It is not an easy task, but the decision has now been taken to wind up the so far rather fruitless exercise with a ministerial session on May 30 and June 1. If this final session is not to prove a sour and abrasive affair, the rich group of countries should be voted on by the Parliamentary Labour Party. This would be a bad practice; it would merely reflect the relative strength of the left and right wings rather than a serious scrutiny of the men selected.

The answer lies in recognizing that a ministerial appointment requires the same preparation and training as an executive task in industry. Thus a management development scheme, with regular appraisals and training, has as much validity for potential ministers as it does for anyone else in the decision-making business. This could not produce experts in any particular field but it should strengthen decision making and expose the failures.

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**Christopher Thomas**  
Labour Reporter

One idea that the money should be given in the form of a special replenishment of the International Development Association, which is an affiliate of the World Bank, that lends to the very poorest nations for 50 years, interest-free. This agency is replenished with money by the rich nations every three years according to a well-established burden-sharing formula. It is this ready-made instrument that would minimize any bidding over the size of the rich countries' individual contributions.

Although no other major concessions are likely to be forthcoming during the Paris talks, the industrialized nations are very anxious that the CIEC should not be condemned as a total failure. Western governments insist that the conference should be viewed as part of a continuing process, and that its success should not be judged by its own direct achievements, but by its influence on events elsewhere. After all, they say, the northern states have already agreed to the fifth regular replenishment of the International Development Association, amounting to \$7,600, and there is now a major increase in the capitalization of the World Bank.

The developing countries now believe it was a mistake to fly the discussion of these topics to pass out of the control of the United Nations and its agencies, where they feel better able to control the course of such talks. The industrialized nations are unhappy to have entrapped themselves in a situation whereby so much hangs on the outcome of a single set of negotiations. Both sides are aware that to maintain the credibility of Third World leaders with their domestic audiences, the developing countries must be seen to win some concessions. The question is whether the rich countries can offer enough to

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THE TIMES MONDAY APRIL 25 1977

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## "WE ARE NOT PRINTING MONEY"

A battery of public and private accusations from ministers over the weekend can have left the leaders of the trade union movement in no doubt as to the overwhelming importance the Government attaches to the achievement of a third phase of agreement on incomes policy. But it has left far less clear just what form of agreement the Government is seeking. Mr Callaghan stressed that the bargain must contain considerable, but unspecified, elements of certainty and firmness. Mr Healey and Mr Ennals said a few words designed to make the conception of a new bargaining seem less of a novelty. It seems that we have been engaged in it all the time without knowing. But in essence the theme of all the weekend public statements was that further restraint was imperative because the Government could not and would not adapt its monetary policy to protect workers from the consequences of excess. Beyond this, it was up to the trade union movement to discover what arrangement might be acceptable to its members. "We are not printing money now," affirmed Mr Healey menacingly.

At this stage of negotiations which promise to be long and painful this is probably as wise a position as any. Many trade unionists are still working through feelings of general resentment towards anything in the nature of imposed restraint and until acceptance of the need for restraint of some kind gains strength within the movement, there is little point discussing mechanisms. To the extent that Mr Healey's approach evokes a spirit of caution that will exist whether or not a formal treaty with the TUC can be established:

## THE PORTUGUESE BALANCE SHEET

The third anniversary of the Portuguese Revolution, which falls today, has provoked attempts in the Portuguese press to draw up a balance-sheet of the Revolution's consequences.

Financially there can be no question that the balance is heavily negative. The substantial gold reserves left by the Salazar-Caetano regime have all been spent. The trade deficit last year reached an all-time high of 73 thousand million escudos (£1,000m), while the inflation rate was the highest of any OECD country: 26.8 per cent. (And the price indices for March learnt in this country, are only a very rough guide to the actual experience of individuals. And while inflation has undoubtedly become a source of acute concern to the individual Portuguese family, there can still be little doubt that that family is, on average, enjoying a higher standard of living than three years ago. Portugal has joined the consumer societies. The trouble is that like ourselves, though at a much lower level—the Portuguese have not yet found a way to produce and market anything like as much as they consume. In terms of gnp per capita Portugal remains easily the poorest country in Western Europe. The Portuguese Government, like our own, is struggling simultaneously to stimulate production and to restrain consumption. So far it has succeeded only in aggravating political and social tensions.

Clearly unless this fundamental economic problem is solved the economic gains which the Revolution brought to ordinary people (mainly in the form of wage rises) will prove short-lived and illusory. That in turn would jeopardise the essential political gains—freedom of expression and a democratic political system—which were, or ought to be, the cornerstone of the revolution. Even under the present regime of President Eanes and Prime Minister Soares—both men whose democratic convictions are beyond reasonable doubt—acts of disquieting illiberalism do occur. But there are plenty of officers and ex-officers in Portugal who, were they to seize power, would make such minor infringements of the rule of law seem nugatory indeed. As in France after the end of the Algerian war, the extreme right in present-day Portugal draws its strength from a alliance between army officers who fought in Africa for the former "colonies" and their repatriated citizens from the former African colonies. Decolonisation remains the most controversial of

it is a policy for success or failure. To judge from what Sir Geoffrey Howe says in his open letter, stripped of superfluous hostility, it has the additional advantage of bipartisan support in the House of Commons.

The great danger in the present negotiations is that the Government's desire for an agreement will lead it to give away too much. Failure would be damaging tactically, quite apart from the possible consequences of a wage explosion or a run on the pound in anticipation of one. Once the foreign exchange market has got the idea that the pound depends on an accommodation with the unions, failure would be seen as a far greater disaster than it need be.

Discounting the unrealistic garland of requests made by Mr Jack Jones last week, there are two crucial ways in which the Government might buy an agreement too dear. It could abandon its commitment to monetary restraint to mollify the aggrieved public service unions, or it could set still closer controls on prices. A policy weak on incomes and strong on prices would give the worst of both worlds. It would lead to greater unemployment more surely than anything else, compelling employers starved of profits to restrict activity and forego investment.

In the light of what Mr Callaghan and Mr Healey have said about monetary policy, and of what Mr Hattersley said about prices earlier this month, the Government seems determined to hold firm on both points, at this stage. There must inevitably remain some doubt about how long an administration could stand our if extravagant settlements did begin to create unemployment, especially if there was an elec-

tion in the offing. But the Government's recent monetary record entitles it to some credit for resolution. If Mr Healey means what he says, a failure to arrive at a Phase Three bargain need be no overwhelming catastrophe; if he does not, any bargain will in practice set the ground rules for a wage explosion.

Until now governmental reserve about the pattern that ministers want to see has extended to the rate of increase in incomes that they would regard as tolerable next year. Now the Foreign Secretary, followed by Mr Healey, has indicated the range of their hopes: less than ten per cent over the next twelve months. Allowing for the tendency of earnings to slide upwards faster than wages, this would mean a wage norm slightly below this year's. If that is to leave any scope at all for the adjustment of differentials and anomalies, it will mean far smaller increases for most workers.

It was broadly written between the lines of Mr Healey's speech that he would like the trade unions themselves to take a hand in the ungrateful task of choosing who should have more and less. But even if the TUC cannot accept the odium that this would involve, it is not necessary to see a free-for-all as the only alternative to a third phase. In the private sector, a few groups would be in a position to make more offensively large gains than a policy of restraint would allow, but the market would inhibit most workers from seeking to imitate them. As for the public sector, what happens there depends again in the last resort on the determination of the Government.

## Pricing to encourage efficient use of energy

From Mr Peter Rost, MP for Derbyshire South East (Conservative)

Sir, the real significance of President Carter's energy programme remains unappreciated. Surely it is the belated realization that an energy gap is only inevitable if politicians are allowed to meddle with the economic laws of supply and demand. By artificially holding down indigenous oil and gas prices America has deluded herself that finite sources are infinite.

Flora developed trees grew, died and eventually produced the fossil deposits of coal and oil. Millions of years later we dig expensive holes in the ground or bore expensive holes in the sea bed so that we may extract these products of the sun's radiation, distribute them through a most complex system and eventually burn them in varieties of ways so that we may keep ourselves warm. One product of the burning is distributed through an even more complex grid system so that the wheels of industry may turn. And all the time the sun still beats down the wind blows.

We now have still to learn the painful lesson that a product is worth and therefore should be priced at what the consumer is prepared to pay for it. Opec has tried to do this, but misguided if well meaning politicians still try to conceal the reality from the nation.

There will only be an energy shortage if we continue to distort the market by subsidized energy. Because, for instance, the British Gas monopoly is still marketing low-cost gas from the southern North Sea, and is not subjected to the regime of North Sea oil, the consumer is tempted with a short-term bargain. But as gas becomes scarcer and more expensive to develop the consumer will feel cheated, as is the consumer who was promised to justify all-electric space heating via heavily subsidized electric vehicles.

Artificial pricing discourages investment in less wasteful energy use. Better industrial processes, more efficient coal-burner by fluidized combustion, the development of combined heat and power, district heating, and even thermal insulation are deprived of the economic stimulus. Nor does it pay to risk costly research and development into more efficient internal combustion engines and alternative renewable energy sources such as wind, wave, tidal and solar.

Perhaps the American initiative may spur us out of the complacent assumption that a "Save it" persuasion campaign and the North Sea will set us through. Only an imaginative programme of positive incentives to invest in conservation and the development of new resources, based on realistic energy pricing will do that.

Yours faithfully,  
W. R. HAYWARD,  
37 Queen Anne Street, W1.

## LETTERS TO THE EDITOR

## New animal sources of meat supply

From Mr K. J. Barton, Times of April 20 about the breeding of deer.

The breeding of indigenous creatures for food supplies, a long neglected subject, is now of increasing interest and a series of the work on the development of trout farming and now possibly of deer farming are two steps in the right direction.

It might be pertinent at this point to remind experimenters that there is a source of meat protein in volume from an animal once indigenous that might well be applied to such experiments through the re-introduction of the European Bison (*Bison bonasus*). This animal when kept in captivity at Weston Park and in the Peak District Park, for example, shows that it thrives well in this climate and under British conditions it will survive as well as it did before man wiped it out.

In America it has been shown that it is also possible to produce satisfactory hybrids of the bison family and domestic cattle; I refer to the work of Buffalo Jones who produced the Cattalo at the end of the nineteenth century and described this in his book "Forty Years of Adventure", London, 1899. There have been recent developments in America to produce the Beefalo.

It should therefore be possible to graze these animals on marginal lands and in scrub country and produce by them considerably more volume of meat than is produced by domesticated animals which are not indigenous.

The bison will stand considerable variations in temperature and climate and will adopt itself to living on both high and ground and low, wet ground. Recent exports of bison from the forests of the Bialowieza in Northern Poland have brought fresh blood to this country; we should take advantage of this new input for the production of meat as well as for providing pleasure in zoological gardens. Yours faithfully,

C. E. ILIFFE,  
52 Styal Road,  
Wilmslow,  
Cheshire.  
April 14.

452, 1974, Mr G. Armstrong of the National Coal Board's Mining Department gives the gross reserves in Britain as 163 billion tons, a figure quoted by the Board to the 1974 World Energy Conference. In the same paper, however, he writes that "the physically workable coal accessible from existing or new collieries amounts to less than 12 billion tons". He goes on to suggest that "it is not unreasonable to assume that 50 per cent of the physically workable reserves will ultimately be economically recoverable".

The technically recoverable coal would thus appear to be greater than the physically workable coal by a factor of 3, and greater than the coal which will ultimately be economically recoverable by a factor of 6. Further, appears that a large factor can be attributed to new information since 1974 because Sir Derek himself states in his recent letter that the "accelerated programme of exploration has over the past three years identified" only 14 billion tons of "readily exploitable coal".

I can only conclude that the most frequently quoted estimates of coal reserves tend to be at the top end of the likely range and that the bottom end may be lower by a factor of three or so. Yours faithfully,

E. ILIFFE,  
52 Styal Road,  
Wilmslow,  
Cheshire.  
April 14.

## Planning for bicycles

From Miss Jane Drew

Sir, If we really mean to save energy in any way open to us, may I through your columns draw attention to the need for special consideration to be given to planning for bicycles in the new inner-city developments wherever circumstances make this possible.

I find that mothers often have to take children to school by car because there is no safe way for them to go. The bicycle (we might even make a good British one) could solve many problems if it had its own safe way separated from other traffic. This is frequently done in Holland and Belgium, but seldom here.

I am convinced that if well planned its use would grow but it deserves positive encouragement as an urgent necessity. Yours faithfully,

JANE B. DREW,  
63 Gloucester Place, W1.  
April 20.

## Coal reserves

From Mr C. E. Iliffe

Sir, I have in the past attempted to draw attention to the possible uncertainty attaching to public statements on this country's coal reserves. I am again prompted to write to you by the letter from Sir Derek Ezra which appeared in your issue for April 13. He refers, as he did in your issue of May 25, 1976, to "estimated technically recoverable coal" amounting to 45 billion tons.

On the other hand, in the Philosophical Transactions of the Royal Society, London, A 276, pages 433-434,

## Football hooligans

From Mr Paul Fox

Sir, How I wish I could share Mr Goodhart's confident belief that the seating of football hooligans would result in the virtual disappearance and control of football violence, but it is a matter of common sense to whether an audience is even plain common sense will actually plain the heads of their owners and so alleviate the current mindless violence which now appears to be a regular feature of Saturday afternoon sport.

It may well be true to say that it is much more difficult to take part in a riot if you are sitting up, but if you are standing up, but a regular attendance at football matches would convince Mr Goodhart of two things. First, that even if these "fans" were to use the seats provided for any length of time, which is not at all certain, the prevailing atmosphere of the game, the "Saturday afternoon event" and the crowd would frequently raise them to their feet.

Secondly, upon realising the truth of Mr Goodhart's statement, this hooligan element would have no compunction in remaining on their feet in order to begin or join in any disorder or violence.

There is indeed considerably less violent football violence abroad, further than basic differences in the attitude of young people attending matches abroad, where there is evidence of a far greater respect for the game and those involved, as opposed to this country where misnamed "cult violence" is so often the order of the day. It is this fundamental dichotomy of attitudes which beg investigation and research if we are to seek a permanent solution to the problem. Fines, cancellation of matches, jail sentences etc, may alleviate the problem, they will not solve it.

Yours faithfully,  
PAUL FOX,  
Bishop Otter College of Education,  
College Lane,  
Chichester,  
West Sussex.  
April 22.

## Race and statistics

From Mr Stephen Harrison

Sir, I wonder how many others of your readers are as disturbed as I am by the implications of the quotations from a recent report on racism in the media which you mention more than 0.1 per cent of the union, whereas the black immigrant and black British-born population of the United Kingdom is in the region of 3 per cent, a proportional under-representation of about 20 times."

Why, you may ask, am I disturbed by that? The answer is that I can see no necessary connection between the number of black people in the country and the number of black journalists in the NUJ. I dare say that the number of black people who are members of Parliament, managers, directors of large companies, barristers, civil servants or bookbinders is also infinitely smaller, proportionately, than the number of white people, but so what? If this is so it can only reflect one thing, namely the obvious fact that far fewer black people are either interested in or employed as journalists, MPs, etc, or are sufficiently experienced and qualified for such jobs.

What I find rather sinister about this quotation is the implication that something should be done about this. This can only mean, given the free competition for jobs that exists in Britain, actively discriminating against white and, I suppose, yellow, people in favour of black people. This would, of course, be in flagrant contravention of the racial laws at present in force in Britain. I wonder whether the authors of this report are aware of this fact.

Yours faithfully,  
STEPHEN HARRISON,  
75 Rue Dodogne,  
1180 Brussels,  
Belgium.

## Roots

From Mr Alhassan Manner and Mr Abayomi Savage

Sir, The point raised by Sir Iain Moncreiffe of that ilk, Albany Herald (*The Times*, April 16): Kinte is the surname of an aristocratic family in Badibu, Blacksmiths and jewellers in general have a generic surname Kinte. As Gambia is often pointed out, the Mandinka spoken in the Gambia is a dialect of the Mandinka spoken in Mali. Thus in classical Malian Mandinka "Kambe Bolong" is Gambia River. Bolong in Mandinka means a stream and invariably there is a distinction between a river Bolong Ba and a stream Bolong. A stream or river is often named after a village, battle site, town or district, for example, Biniazang Bolong.

Mr Haley's book *Roots* is commendable as he has traced his Mandinka ancestry. Mr Ortaway has failed to demolish the historical case of the slave trade which is the basis of Haley's contention that his Mandinka forefathers were Mandinka founders. Since most of our history is oral, it is quite easy for anyone to check the narrative parts of Haley's book with the oral history of griots, a tradition handed down by a particular class of "historians" from one generation to another. For example, in the Battle of Kabi between the Mandinka and Fulani, the Mandinka griots records the facts of the Mandinka in defeat while the Fulani griots records it as a glorious victory.

Yours faithfully,  
GEORGE WOODCOCK,  
Faculty of Social Sciences,  
Eton College,  
The University,  
Canterbury, Kent.

From Mr D. Livermore  
Sir, Would the poultry experts now investigate the reduction in thickness of Easter Eggs?  
Yours sincerely,  
D. LIVERMORE,  
10 Burke Avenue,  
Moseley,  
Birmingham.

## Fragile eggshells

From Dr T. C. Carter  
Sir, Mrs Sheila Palmer (April 7) is right to admire the old fashioned hen, which was a remarkably efficient converter of animal feed into human food. Our shoddy should admire and even make the modern hen, which is even more efficient and modern egg producers and distributors, most of whom try hard to ensure that eggs are of good quality when they reach the housewife. Forty years ago when my mother made a cake or omelette she broke every egg into a cup, for fear of spoiling the mixture by adding an egg that was rotten. Rotting was commonly a consequence of shell cracking, which allowed spoilage organisms to get in. My wife has not been sold a rotten egg since 1954. Yours faithfully,

T. C. CARTER,  
Agricultural Research Council's Poultry Research Centre, West Mains Road, Edinburgh.

The country is Italy, a country now frequently (and rightly) the subject of report and editorial comment in your newspaper. In my



# THE TIMES

## BUSINESS NEWS

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### British pressure for world inflation wins little support pre-summit meetings

**ECONOMICS CORRESPONDENT**  
has effectively become in the top secret talks leading the forthcoming meeting in London.

Pressure for early measures from balance of payments surplus countries in West has attracted no significant support in recent days and the whole question of world economic recovery is now likely to be less important than ever.

Indeed, the summit meeting, held in Downing Street on April 7 and 8, is likely to agree much more on issues such as relations with developing countries, energy and the financial

systems of the world.

It will also provide a first look at President Carter's

President Giscard

President François Mitterrand of France and Chancellor Helmut Schmidt of West Germany. He has already met with the Chancellor at a recent meeting in Washington.

The Americans have been meeting during preparatory meetings for agreement on a new strategy of "global

economic demand management," a singularly long-winded phrase for everyone

to bring together to deal with economic problems.

But the substance behind Mr. Carter's position has changed with the dropping of monetary measures by President Carter.

The dropping of the \$50 tax

bill to all is seen as vital to

the economy. The substance behind the new tax bill to all is seen as vital to the economy.

Because of the need to avoid any breakdown at the summit, it is likely that Britain will

not be able to meet its

targets.

This week's monetary

meetings in Washington will cover several important topics: key

issues on the agenda for the summit conference in London; plans will be approved in principle to strengthen the resources of the International Monetary Fund between the IMF and major commercial banks.

Mr. Healey, the Chancellor,

will be attending the interim ministerial meeting of the IMF at the end of this week and who arrives here today, is likely to be in an angry mood.

Insiders suggest that he will tell his American opposite, Mr. Michael Blumenthal, bluntly that the recent United States action to cut sharply this year's economic stimulus programme will end hopes of more German and Japanese monetary measures.

The net result, Mr. Healey

will add, is likely to be a significant blow to expectations of a greater world trade level this year.

A more friendly atmosphere

is likely in the formal sessions

### MPs explore Washington Civil Service

From Our United States Economics Correspondent Washington, April 24

A visiting group of British MPs have been impressed by the professionalism and wide range of activities of the United States General Accounting Office. They may propose changes in the British Civil Service system on the basis of what they saw here.

Mr. Michael English, Labour MP for Nottingham, West, the chairman of the general sub-committee of the public expenditure committee, said that he would want to discuss aspects of the GAO's operations with the United Kingdom comptroller and auditor general.

He said that his sub-committee hoped to publish a report in June or July on "more effective Civil Service," "more effective and efficient." He noted that the GAO spent much of its resources on management analysis and cost/benefit analyses and half of its staff were professional accountants. More could possibly be done in these areas by the British comptroller's office.

Most of the sub-committee's members have spent a hectic week in Washington learning about United States public administration. Some of the members flatly asserted that there was little the British could teach the US, with mismanagement of fiscal affairs quite evident here.

Significantly, the committee members did not meet any United States cabinet secretaries and, despite their intended public report, they spent little time learning about the radical and big Government reorganization plans being prepared by President Carter. These amount to the largest and broadest attempt yet made by any single Government to overhaul its machinery.

### Gatt aid sought on footwear curbs

By Derek Harris  
Commercial Editor

Britain's footwear manufacturers, with trade union backing, are to ask the Government for protection against mounting foreign imports under the Article 19 safeguard clause of the General Agreement on Tariffs and Trade.

The British Footwear Manufacturers' Federation and the National Union of Footwear, Leather and Allied Trades are alarmed at the "violent upsurge" which has already taken place in often low-cost imports.

They also believe worse is to come because of recent protective measures announced in the United States which will soon divert at least an estimated 100 million pairs of various footwear largely to the European market and Britain in particular.

The industry will urge Mr. Dell, Secretary of State for Trade, to bring in quotas on all imports from non-EEC sources. They want the quotas based on 1974 import levels, the same benchmark as used in the United States.

They also want quota levels to be categorized so that importers of largely cheaper non-leather footwear could not

easily switch to bringing in higher value leather footwear. There has been increasing anxiety in the trade at evidence of an increasing trend for Pacific basin countries to send in higher quality leather footwear, competing most directly with traditional British production.

Mr. Dell will be told that action is essential if the industry in its present form is to survive while both sides describe as an avalanche of imports.

Imports, which stood at 21.2 per cent in 1968, had risen to 34.8 per cent by the end of 1973 and to 41 per cent at the end of last year.

For four years, as a whole the increase over 1975 was 23 per cent, but the third quarter figure was 30 per cent on the same period of 1975 and the fourth quarter showed a 42 per cent rise.

The rise last year was despite an EEC tariff level of around 17 per cent.

Mr. Dell will be told there is particular alarm at the likely expansion of imports from South Korea and Taiwan, the two countries worst hit by the coming United States restrictions.

There are forecasts that South-

Korean exports could grow from 50 million pairs this year to 90 million pairs in 1978. A larger rate of growth is expected in Taiwan exports.

An important element in the industry's case for protection is that most countries already impose restrictions on imports of footwear. Tariffs imposed by Switzerland and Norway give those countries' industries special protection against low-cost imports.

British manufacturers' deliveries fell 16 per cent between 1971 and 1975 and last year there was a further drop of around 6 per cent. Although there was some recovery in 1976, last year these accounts for only around 10 per cent of production.

In one year to the middle of 1976 4,000 jobs were lost in the industry. In the past two years short-time working has often affected 20 per cent of the operatives.

An industry steering group

now has a final draft for Mr. Varley, Secretary of State for Industry, of a rescue package for the footwear industry. Out of 40 recommendations 10 would involve government aid over several years of £11.3m.

Making a stand, page 21

### National savings at record level

National savings have soared to record levels. There was a net inflow of £694.3m in the year ending March 26 this year, according to the National Savings Committee, which together with estimated net accrued interest of £418.1m, has contributed to £12.915m invested in all forms of National Savings.

The committee said that the improvement over the previous twelve months was almost wholly due to sales of National Savings Certificates.

In March, certificate results were the best ever recorded.

Leaders of the Radio Industry Council, led by Lord Thorneycroft, its chairman, have already protested to Mr. Alan Williams, Minister of State for Industry. Whitehall officials have had a series of talks with various officials of the Japanese company but no decisions have been taken.

The industry council is afraid that the move forms part of a long-term strategy by Japanese electronics companies to dominate the EEC market. There has been concern in Europe at Britain's agreement to allow Matsushita to set up plants in Britain.

It is quite fantastic that any company, let alone Hitachi, can be allowed to set up a totally new plant at a time when the domestic industry is working at only about 60 per cent of its capacity."

In the few weeks since the Hitachi plan emerged, trade union leaders and British television manufacturers have been engaged in talks to mobilize opposition. Later this week representatives of the big television companies, shop stewards and trade union leaders will have talks at the Commons with MPs representing constituencies with television assembly plants in an effort to step up the pressure on the Government.

"It is quite fantastic that any company, let alone Hitachi,

### Shell pump prices likely to rise by 3p a gallon

By Our Energy Correspondent

Another round of increases in the price of oil products, including petrol, is expected to be introduced by the Shell Group. Similar announcements from other main oil produce suppliers including Esso and British Petroleum are expected later in the week.

The application by Shell for a 2.5p a gallon across-the-board rise in prices based on higher crude oil import costs, was accepted by the Price Commission at the end of last week.

Over the weekend the company has been debating how the overall increase should be divided among the various products, a process that has been made more complicated by the Budget increases on petrol and oil product taxes.

The new tax on fuel oils has lessened the oil companies' competitiveness with natural gas and coal for industrial purposes and has practically ruled out any standard oil or petrol price increases.

It seems likely there will be fairly even spread of price increases across the board with petrol bearing its full 2.5p a gallon which, with VAT, would increase pump prices by 3p a gallon.

Workers must give approval for any talks with GEC

### Parsons pledge on merger

By Roger Vielrose

Six thousand workers in the North-east employed by C. A. Parsons on building turbine generators for power stations have been given assurances by the company that there will be no merger talks with the GEC group without the approval of their union representatives.

Already union leaders have told Parsons' management that they are bitterly opposed to any government solution to the problems of the power generation industry that would allow GEC to take over the C. A. Parsons part of the Regnold Parsons business.

The assurance was given after rumours reached the north-east that the Government had approved in principle the idea of allowing Sir Arnold Weinstock, GEC managing director, to merge Parsons into GEC's turbine generator business.

Under its revised plans for the industry, the Government would place an order for the second stage of the 2,000 mega-watt coal-fired power station at Drax with the merged GEC-Parsons company, on the understanding that work on the contract will be undertaken in the North-east.

Rumours from the Parsons unions, which still favour the formation of a national turbine generating



Sir Arnold Weinstock: facing opposition

which would each hold a 40 per cent stake, with the National Enterprise Board owning the balance.

Union leaders are now planning just such an effort to persuade Mr. Varley, Secretary of State for Industry, and Mr. Wedgwood Benn, Secretary of State for Energy, to sanction the national turbine company.

Under its revised plans for the industry, the Government would place an order for the second stage of the 2,000 mega-watt coal-fired power station at Drax with the merged GEC-Parsons company, on the understanding that work on the contract will be undertaken in the North-east.

The Electricity Council, the electricity industry's supreme body, whose chairman, Mr. Frank Tombi, will also attend the meeting with Mr. Benn, has reportedly estimated that the additional cost would be between £23m and £25m, which is a relatively small amount spread over several years.

### Shares gain from Bonn's falling rates of interest

West German capital market interest rates should pass below another significant point today when Federal train consortium meets in Frankfurt to decide the terms of a new public offering from the West German federal railways.

The loan, which is expected to have an overall volume of DM1250m (about £175m), is virtually assured of carrying a coupon of only 6.1 per cent.

It was only at the beginning of this month that a long-term domestic bond was issued with a coupon below the important psychological barrier of 7 per cent.

Some DM100m worth of an DM1250m federal Government 10-year bond were placed on sale with a 6.1 per cent nominal interest rate and priced to yield 6.82 per cent. The issue was rapidly oversubscribed, paring the yield for the 6.1 per cent type of loan.

Since then, the German domestic bond market has continued to offer better rates in private circumstances, with Mr. Benn having reportedly estimated that the additional cost would be between £23m and £25m, which is a relatively small amount spread over several years.

Arguing against this is a recent warning from the West German Federal Bank, which is opposed to a too rapid decline in rates.

Both the Federal Bank and German commercial bankers believe that with long term bond rates around 8.1 per cent, interest rates in West Germany are no longer a cost factor limiting investment decisions.

However, there is still no sign of the long-awaited surge in industrial investment which is regarded as vital if the present slow recovery in the German economy is to develop into a spirited upwards movement.

New analyses of the state and outlook of the West German economy are due later this week.

Meantime, the downward trend in interest rates has started a surge in the West German share market. Over the last week share prices rose to touch new highs for the year, encouraging some hopes that an investment revival may not after all be too far away.

Peter Norman

### Reports on newsprint pricing completed

From Edward Townsend

Stockholm, April 24

Lengthy initial reports have been completed by European Commission investigators into imports of newsprint to Community countries. The inquiry coincides with allegations from British and other EEC newspaper publishers that foreign newsprint suppliers have been operating a cartel.

The reports, each dealing with the newsprint supply and pricing situation in individual countries and running to 20-25 pages in length, have been submitted to officials of the Commission's competition directorate in Brussels. But a spokesman said it could take two or three months before any recommendations were made.

Newspaper producers in Sweden and Finland, the main suppliers to Europe's newspaper industry, have denied strongly that "almost" United Kingdom publishers have complained bitterly in recent months that they are "clearly operating a cartel".

The British protest came after the imposition of a £40 per tonne newsprint price increase on January 1 by Canadian and Nordic suppliers, coupled with almost identical currency clauses designed to protect the suppliers against any further falls in the value of sterling.

Publishers maintained that the differing performance of the pound against the Swedish krona and the dollar meant that at least the currency clauses should have been different.

A month later, a leading Canadian supplier reduced the increase to £27, a move followed by other Canadian and Nordic producers.

The wide-ranging EEC inquiry began months before the cartel allegations were made and started in Italy. Later it moved to France and Holland and the United Kingdom.

One importer was told that the inquiry was not connected with the cartel issue, but the EEC official said that with Europe relying to a great extent on Scandinavian and Canadian executives of the producing companies meet each year (last year's venue is said to have been Florida) for joint discussions on prices.

The Nordic producers' reply to the allegations has been that with such a limited number of suppliers, similar pricing policies were inevitable, but this was not evidence of a cartel.

The owners of bearer shares may obtain admission to the general meeting (with a proxy) at the Company's Transfer Office in Cham up to Monday, 9th May, 1977 at noon, at the latest. The cards will be delivered against the statement of a bank that the shares are deposited or upon deposit of the shares in the offices of the Company where they will remain blocked until the day after the general meeting.

The report Nestlé 1976, with the annual report of Nestlé Alimentana S.A. (comprising the Balance Sheet and the Profit and Loss Account with comments, the Auditors' Report and the proposals for the appropriation of profits) as well as the proposals of the Board of Directors regarding the modifications of the Articles of Association are available as from 27th April, 1977, to the holders of bearer shares at the Registered Offices at Cham and Vevey, and at the offices of the Paying Agents of the Company.

The holders of registered shares whose names are entered in the Share Register will, within the next few days, receive at their last address communicated to the Company, an envelope containing the Notice for the General Meeting, together with a form comprising an application for obtaining a card giving admission to such meeting as well as a proxy. On the other hand, the aforesaid Report and proposals will be despatched a few days later.

As a minimum number of shares required to be represented at the General Meeting for changing the corporate name, the shareholders are requested to let another shareholder, a bank for example, represent them, or to send us a blank proxy. In this case we shall exercise the right to vote according to the Board of Director's proposals.

Article 15 of the Articles of Association requires that a number of shareholders representing at least one half of the share capital be present in order to change the corporate name. However, according to the same article, when this quorum is not reached in a first General Meeting, a second General Meeting may be held immediately after the first and thereof a decision shall be valid if taken by an absolute majority of the votes cast, without regard to the number of shares represented.

Therefore, in view of the possibility that the aforementioned quorum should not be reached, this notice also serves to convene the shareholders to an

## MANAGEMENT

Edited by Rodney Cowton

The fourth in a series of case studies describing the circumstances leading to the loss of a job

## When an employee is driven to leave through victimization

## The case

Vic Moore worked as a lathe operator for W. W. Baxter in Manchester. He had been employed by the company since March, 1969. He received a back injury in July, 1973, and as a result had had between three and six weeks off in each of the subsequent three years. The time off had been taken in separate short periods.

This attendance record had given the company some cause for concern and in January, 1975, the works manager, Mr Stephen Gibbons, had indicated to Mr Moore that "because of your health record the company is not sure whether you will be able to keep your job in the future". No further comments of this sort were made to Mr Moore by the works manager or any other member of the managerial or supervisory staff.

During the period from

### Dismissal and the law

by Geoff Smith

*The characters and the company described are fictitious and do not represent any person or organization in real life*

January, 1975, to October, 1976, Vic Moore felt that his foreman, Mr Eric Richardson had "picked on him" on a number of occasions. Mr Richardson had reported Mr Moore to the works manager for minor infringements of company rules or for other forms of behaviour of which he disapproved.

On one occasion Mr Moore was two minutes late in returning to his lathe from a tea break. Another time he arrived for work five minutes late and a third complaint concerned four visits to the lavatory one

morning between 8 am and 12 noon.

There were other similar incidents. Vic Moore was usually spoken to in a harsh and peremptory manner by Mr Richardson and on occasions there had been sarcastic remarks about his enthusiasm for the job.

Vic Moore was quite sure from his observations and discussions with fellow employees that he was being treated more harshly than they were. As a result he asked the works manager's secretary repeatedly to arrange an interview with Mr

Richardson.

conduct" he will still be dismissed.

When an employer unilaterally makes changes in, for example, an employee's pay, benefits, status, place or work or rules governing conduct then that amounts to a serious repudiation or breach of the contract of employment. If the employee leaves as a consequence he may still keep his dismissal rights.

On the other hand, an

Gibbons. On no occasion was Mr Moore either invited for an interview or given reasons why one could not be arranged.

In October, 1976, Mr Richardson the foreman was waiting by Vic Moore's lathe at the start of the morning shift. When Mr Moore arrived Mr Richardson said: "I have just inspected the machine and the surrounding area and I have found this filth on the ground below your lathe." He pointed to a slightly soiled area and went on to say: "It is perfectly clear to me that you did not bother to clean up properly at the end of yesterday's shift."

Vic Moore replied: "This is victimization" and went straight to the personnel office and handed in his notice.

While he was working out

his notice he obtained the appropriate form from the local Department of Employment office and complained of unfair dismissal.

Would the tribunal have found fair or unfair dismissal in this

case?

Employer may alter terms and conditions if the contract allows for such changes either expressly in so many words, or implied by statute or custom and practice. An employer may also alter terms and conditions if an employee accepts them either in so many words or goes on working under the new terms without protest.

An act of serious misconduct by the employer allowing the employee to resign and still claim his dismissal rights has become known as constructive dismissal. Also there have been a number of cases where the employer's conduct consists of a number of acts which individually would not justify constructive dismissal, but if taken together accumulate to form a repudiatory breach of the contract by the employer.

In *Fanshaw v Robinsots and Sons*, 1975, Fanshaw, employed as a grinder, complained that acts of victimization by his foreman had led to his resignation. The foreman had been more severe in dealing with Mr Fanshaw than the other employees and he had reported him for minor infringements of the shop rules. The "last straw" occurred when the foreman inspected Mr Fan-

shaw's machine with "feelers". When he found some dirt he accused Mr Fanshaw of not keeping his machine clean. The foreman was, in the words of the Sheffield tribunal, "anything but sympathetic". The tribunal concluded that the series of hostile acts by the foreman had led Mr Fanshaw to feel that he could no longer tolerate the treatment he was receiving. It held that Mr Fanshaw's resignation was a dismissal under Schedule 1, of the Trade Union and Labour Relations Act, 1974.

The company, it appears, had merely disputed that Mr Fanshaw had been dismissed so that when the tribunal found constructive dismissal it was then found to be automatically unfair.

In our fictional case of Vic

Moore it is evident that there were a number of acts by the employer, comparable to those in the case of *Fanshaw v Robinsots and Sons*, 1975, which could be taken to be a repudiatory breach of the contract of employment by W. W. Baxter.

The author is a member of the academic staff of Ashridge Management College.

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## Eaton gears up for the European truck market

British and European motor component manufacturers have been forecasting for some time now that major changes in traditional methods of producing commercial vehicles would bring them important new business. But it had taken an American company to put this prophecy to the test with an exciting gamble.

The Eaton Corporation of Cleveland, Ohio, has invested heavily to build a new 350,000 sq ft transmissions plant at St Nazaire on the French Atlantic coast. When it opens its doors in two months' time it will inject a new dimension into the economics of European truck manufacture.

St Nazaire will have the capacity to produce 24,000 heavy duty gearboxes annually and this can be raised to 36,000 without too much trouble. Add to this the 60,000 units which Eaton can already build at its recently expanded Manchester and Basingstoke plants and it will be apparent that this is a full scale assault on Europe by one of the world's leading transmission and axle manufacturers.

The prize is the lion's share of the new business becoming available as the truck makers change to buying transmissions instead of producing them in their own factories. A number of factors are forcing the change—not least the cost savings of purchase from a specialist volume producer and the ability to divert investment to more urgent and rewarding fields.

But the biggest attraction for many must be Eaton's Fuller transmission with its unique twin counter shaft concept. It is lighter, shorter, and lower-stressed than conventional designs permitting it to be linked to the higher powered engines in use today and still leave the maximum vehicle length for load carrying.

Since it was first conceived in 1959 over one million Fullers have been built. Indeed, so successful is the Fuller system that Eaton are using it as the basis for the truck industry's first universal heavy duty transmission available and interchangeable worldwide.

When St Nazaire comes on stream in June its Fullers will be interchangeable with those produced in Britain at Manchester and Basingstoke; in the United States at Kalamazoo (Michigan), Shelbyville (Tennessee), Shenandoah (Iowa), and King's Mountain (North Carolina). It is this security of

resonance, strikes, breakdowns, and the like, which is very appealing to European truck makers.

But Eaton's president, Paul Miller, is only too well aware that much as they would like to jump on his bandwagon, European truck firms must treat softly if they are not to invite trouble from their unions. With many thousands of jobs still dependent on the manufacture of in-house transmissions, the switch to bought-in components must be carefully timed to allow existing labour to be diverted to alternative work.

For this reason he refuses to talk in detail about the firms who will be taking St Nazaire's output while at the same time insisting that it will all be spoken for before the end of next year.

Under pressure, however, he does admit that Fiat will become a major customer for the new French factory.

Since they arrived in Britain in the early 1960s the Eaton men have made a significant impact. Today it is estimated that they hold some 30 per cent of the British heavy axle market and about 20 per cent in Europe as a whole. And although they entered the transmissions market here much later they already claim to hold some 90 per cent of the United Kingdom heavy truck business and 30 per cent of all classifications. To do that they have doubled their business annually for the past three years but, still insist that they are only scratching the surface of what is potentially their biggest European market.

They claim that they are working on transmissions with all the major European truck builders except Mercedes in Germany and Scania in Sweden. The cloud on the horizon for Eaton could be the automatic gearbox. At present its use is largely restricted to passenger transport vehicles operating in large cities but its adaptation to heavy trucks has been widely forecast.

Mercedes and Iveco, the Italian-German commercial vehicle group led by Fiat, have both announced plans to produce automatic gearboxes. So have GKN, Keen and Nettlefold, Britain's biggest engineering group. Leyland also has a contender through its Coventry based subsidiary Self Changing Gears, which already supplies automatics for most of this country's buses.

Eaton's answer is the Snapper, a gearbox which only uses the clutch for starting and stopping. It costs considerably less than a fully automatic transmission.

Eaton insists that it is tooling up ready to put the Snapper into volume production if it demands warrants it. "In other words we have a well-proven design, all ready to react to any change in truck fashions," says Bob Richards, Eaton vice-president in charge of the truck components group worldwide.

Clifford Webb

## LETTERS TO THE EDITOR

### Evidence on status of engineers

From Professor M. J. French Sir, Mr Heathfield (April 18) wonders how long statements about the status of engineers in this country will continue without our evidence. The evidence has been around for a long time. Fores has shown in several studies that in the United Kingdom, the relative earnings of engineers are much lower than in the countries we compete with. Our failures in international trade are conspicuously in those areas dependent on engineering skill, but not in those where engineers' earnings are higher than average (civil consultancy and chemical engineering).

However, the most striking evidence comes from studies of the wastage of engineers—Jeffries found that the average engineering graduate in his sample worked for only seven years as an engineer, and Singh's findings were similar. I believe they go to better paid,

engineers at a time when they are poorly paid, because he thinks they are like coffee. I cannot follow this argument, but also put forward recently by Professor Blaug. If you offer poor pay, there will be a shortage of takers; is that not sound economics? May I suggest that any company offering salaries on a basis of relativity to other professions comparable with that in France or Sweden will find an abundance of engineers?

However, the most striking evidence comes from studies of the wastage of engineers—Jeffries found that the average engineering graduate in his sample worked for only seven years as an engineer, and Singh's findings were similar. I believe they go to better paid,

and above more highly thought of careers, more secure jobs.

They are, more of them, educated, and above average in useful ways; those are salable commodities nowadays, that might perhaps be compared with coffee. Desirable graduates should diffuse into other areas, but not on the basis of what they are doing, and not on pressures that lead to a substantial loss of the most able.

Yours faithfully, MICHAEL FRENCH, Department of Engineering, University of Lancaster, Bailrigg, Lancaster, LA1 4YR.

April 18.

group manufacturing (engineering) firms who concentrate on improving the efficiency of machine shops and component production and particularly where the product range is wide.

To date, the perspective design for all three main groups (big, rural small) and "medium size" seem all to be working in different camps and the need exists to dismantle them.

Mr Smith is correct in pointing TASS in respect of the technology work and also indicate the need to offer total package to the market. The package should not be the same package as that now used in Detroit or Coventry and our designers should be encouraged to work on projects where the future of British and the future of motor vehicle industry lies on new organizational perspectives in line with the needs of overseas customers.

R. W. Shakespeare (*Times*, February 2) covered one such project in which a new British multi-purpose vehicle (Trantor) has been designed as a new kind of factory. The motor vehicle industry does not seem to have a mind for such projects and Mr Smith is correct to draw our attention to our failings.

Our engineers are to lead the world again in lead in respect of economic and social perspectives of organization, within which British technology is flourish. We are after all supposed to have the advantage of culture, mean more than only in technology, engineering and design.

Currently, the Intermediate and Appropriate Technology protagonists are largely working on a village industry basis. Their concept of "small" relates to satisfying a local and rural market rather than a national or international one.

In the mid-ground are the group assembly firms like Volvo and Saab who are not as fundamental but are meeting international and local markets. Also in the mid-ground are the

small units have to compete with big units the design technology of the product as well as the machines, tools, jigs and fixtures also change. Such design perspectives have to concern the motor firms like Ford and Leyland but also smaller motor firms like Reliant and Rolls-Royce. The motor industry of fork lift trucks, dumper trucks and tractors is not so dissimilar with Lansing and Massey as big and Bonser and Johnsons in the small category.

When rebuilding new design teams the absence of a single perspective in respect of big vehicles is obviously better has to be won in mind.

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EDITOR  
Engineers

BY THE FINANCIAL EDITOR

## The gilt market pauses for reflection

immediate post-holiday the gilt market unexpectedly paused for reflection. Mr Healey's figures went down well, of course.

IMF DCE ceiling of the 1977-8 financial year, anyway, was the projection for growth of M3, together with its directorate with optimism on the part of the turnaround in the payments, was that growth would be far from identical, with sales of gilt

as gilt sales were concerned, the project to suggest that the required sales of public debt would be far from identical, with sales of gilt

indeed some brokers said that rather less than

£3,000m and £3,500m in all three months review.

all three months deal however depends on how much one assesses such factors as spending and the Government's attitude to its sterling

injection. If bank lending

is coming to a show of a significant

and government showed that it

wanted to go for the nine

than the 13 per cent end

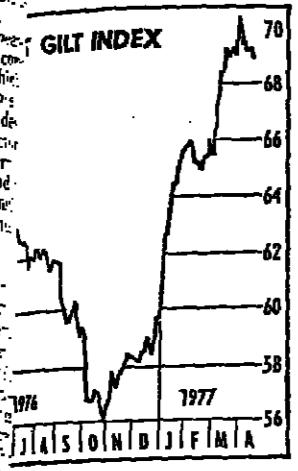
should be a sterling M3 projection,

but that would be distinctly less comfortable

assuming a reasonable

than the Government

have hoped for) is not



difficult to see the gilt market making further progress, particularly as the rate of inflation seems to fall and the balance of payments to improve.

In other words, barring a major disaster, there could be another leg to this gilt market. How good an upturn it may prove is likely to depend on how many investors are at the time to take profits.

problem of managing any

economic revival in 1978-9 and

any signs that the balance of

payments benefit from North

Sea oil are likely to be

wamped by a fresh surge in

the commodity prices.

### Self regulation

### Directors' code

The Stock Exchange is now considering the introduction of a code of conduct for directors dealing in the shares of their companies. This would be welcome news if there was any reason to suppose such a move would be effective.

Judgement on that must be deferred until the details of the scheme are known, but at this moment it looks as though this may rank as one of the less impressive of the recent attempts to jerk the machinery of self regulation into more vigorous life.

Most companies already have some form of internal ordinance on purchase and sale of shares by those with access to privileged information; and some such arrangements are highly formalized—for example, those of J. Sainsbury, which forbids share dealings not only to senior executives between the end of a six-month accounting period and publication of the results, and which in the case of directors extends that ban from the year-end until after shareholders' acceptance of the report and accounts at the annual general meeting.

Such arrangements, however, do nothing to resolve the basic paradox of self regulation: that their effect in countering dishonest profiteering depends on the implicit honesty of those to whom they apply.

A man set on making money out of his access to privileged information is not likely to find the declaration of a close season on his own share dealings much of a deterrent.

Whether The Stock Exchange has anything better to propose we must wait and see.

### Engineering

### Growth sector assessed

If the regeneration of British industry is to happen it will be marked by a resurgence of engineering share prices on the stock market. Politically, manufacturing industry is suffused in a warm glow of governmental approval, which leaves other sectors in the relative cold. The price, arguably, that has had to be paid has been in terms of unnecessary retention of labour and the constant, though receding, threat of bureaucratic intervention.

The combined presence of the political unacceptability and cost of redundancy may have served to make Britain's lack of competitive efficiency look worse than it really is.

Poor capital investment, certainly, is not the only answer. Stone-Platz, which appears in an analysis in stockbroker Savory Millin's new version of its authoritative engineering directory, as one of only a few companies markedly to improve efficiency in recent years, found that its American acquisition produced more per man simply because its work methods were better, but statistics on efficiency are notoriously difficult to interpret, and increasing profits at such diverse groups as Heworth Ceramic, BICC and Raylons Parsons could only have flowed from effective cost improvements in exports, which are loudly trumpeted, are often overstated. True, with a sharply falling pound, companies have been making more profit from exports, but the number of groups which have actually increased exports as a percentage of sales are few. There are exceptions—a 15 per cent increase in transport equipment exports in 1976 had a sales rise of perhaps 8 per cent by manufacturers of automotive components.

Hence, in part, the strong growth of companies like Lucas and Associated Engineering, but while the successful drive into original equipment sales in Europe and elsewhere will bring high margin replacement business with it, it is the expected increasing growth of diesel engine manufacture which could keep the momentum going.

Back at home the British propensity to import has continued unabated. In 1976 imports of machinery rose by 6 per cent in real terms and our major overseas competitors' growth in Europe and elsewhere.

Officials at the British Embassy attribute this success mainly to the aggressive drive they have helped British industry to spearhead over the past decade or so. Hardly a month seems to go by without a shopping week being held in some corner of the country or other.

### In the wings

With a week gone since Eugenio Cefis announced his decision to resign as soon as possible as head of Montedison, Italy's giant, but ailing, chemical and fibres group, speculation is starting about who might be the new chairman.

One name being mentioned is Leopoldo Medugno, former director general of the state holding group Iri-Sicuritalia.

For the past two years Medugno has been chairman of Banco Di Roma and though reconfirmed in charge of foreign operations.

Dismissed unceremoniously from the board last week, he has cultivated good working contacts with the left-wing parties.

### Air flair

A week today a group of British executives will be on their way to Brussels from Luton airport on a new air service which could start a new trend for business travel all over Europe.

Surprisingly, perhaps, Belgium is now Britain's fifth

major export market after the United States, West Germany, France and Holland. With export earnings of about £400m last year, Britain expanded its market share in Brazil from just over 6 per cent in 1975 to nearly 7 per cent last year.

Refreshingly, it is the only continental EEC member state with which Britain has consistently run a trade surplus. Last year this was of the order of £100m.

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## The Queen's Awards 1977

Carreras Rothmans Limited are proud to have been honoured  
with the Queen's Award for Export Achievement.

The Award Citation notes the fact that Carreras Rothmans are Britain's largest exporters of cigarettes. Last year alone, the Company's exports to 162 countries around the world earned the United Kingdom some £135 million in foreign exchange.

In order to meet ever increasing export demand, which takes up well over half our total production, the Company has recently opened its fourth factory in the UK, in Darlington, which will create 1,000 new jobs.

To all 5,500 Carreras Rothmans employees whose hard work has made this public recognition possible, and to our distributors and agents right around the world, the Company would like to say a heartfelt "well done".

As is well known, the globe is the background to our Company symbol. The Queen's Award for Export Achievement shows that its presence there is no accident.

## SCOTTISH NORTHERN INVESTMENT TRUST LIMITED

### SUMMARY OF RESULTS

	Year to 5th February 1977	1976	% Change
Investments at Valuation*	£44,776,543	£44,340,550	+ 0.98
Total Assets less Current Liabilities	£45,647,724	£44,783,119	+ 1.93
Ordinary 25p shares in Issue	35,161,219	35,161,219	-
Asset Value per Share	98.50p	97.12p	+ 1.42
Revenue Available for Ordinary Shareholders	£1,047,674	£788,712	+22.84
Earned per Ordinary Share	2.98p	2.24p	+33.04
Ordinary Dividend rate (net)	2.80p	2.3125p	+21.08
Heritable Properties included at cost.			

- The Annual General Meeting will be held on 17th May, 1977 and warrants in respect of the final dividend of 1.9875p per share, if approved, will be posted on 17th May.
- The policy of the Company is to provide shareholders with a balance between protection of capital value and growth in income through diversification of investments both industrially and geographically, by successful participation in the recognised and well tried investment areas but also by committing part of our funds to less well known investments where we judge growth prospects to exist.
- Earnings per share have increased by 33 per cent from 2.24p to 2.98p and the total dividend for the year of 2.80p represents a 21 per cent increase over last year's payment.
- During the year we decided that our overall exposure to the somewhat unpredictable dollar premium was too high and, at the same time, we formed the view that the recovery prospects in the U.K. Stock Market were better than in the U.S.A. and Canada. The dollar premium exposure was reduced by arranging a Euro-dollar loan to finance part of our existing dollar portfolio and by repositioning premium funds for reinvestment in this country.
- We have published a list of those companies where we hold five per cent of the voting capital as against ten per cent in previous years.
- Our estimates for the current year suggest that it should be possible to increase the total dividend again. The interim dividend payable on 5th November will be increased from 0.8125p to 1.2p to reduce the disparity between it and the final dividend.

#### DIRECTORS

R. J. C. Fleming (Chairman)  
Calum A. MacLeod Iain Tennant  
Kenneth Walton J. A. Yeoman

REGISTERED OFFICE  
Investment House, 6 Union Row, Aberdeen AB9 3DQ

## FINANCIAL NEWS

# Hoare, Govett's continuous line of research

Each week, this column examines the latest analysis from brokers' research offices. But how is this research organized? What is its method, its philosophy? Over the forthcoming months, various broking research department heads will be invited to discuss their modus operandi.

Mr Roy Peters of Hoare, Govett opens this occasional series.

Broking, if the market's performance is any guide, can be a very volatile, insecure business. But, in many ways, the key to Hoare, Govett's research strategy is continuity.

#### Brokers' views

Mr Roy Peters heads Hoare's research staff of 21. United Kingdom analysts, six overseas researchers and an economist and has inherited a department set up by Mr Graham Bleasie 13 years ago.

Mr Bleasie's aim of increasing the size of the research team worked very well until 1974 by which time Hoare had realized that its heavy involvement in European analysis was problematical and could not be justified, particularly when the United Kingdom stock market was in a severe recession, and staffing was cut back by natural wastage.

But "research is a continuous thing", Mr Peters says, "you can't just turn it on or off". He concedes that Hoare has, in the past, been something of a



Mr Roy Peters who leads Hoare, Govett's UK research staff.

finishing school for other brokers.

"It takes up to two years to train a recruit before he's any good", he maintains, "and generally longer to acquire experience and to build up industrial contacts which takes you out of the market cycle". He believes that analysis has become much more concentrated and, although newcomers largely have an industrial background, the gap between junior and experienced staff is widening.

Hence, Hoare's recent de-

termination to retain analysts, presumably something of a problem in an era of pay restraint.

Nor is there any attempt to switch an analyst's sphere of research when a certain sector begins to take a recent example, comes into fashion.

The "back room" team has very little contact with the market floor, except in the case of extraordinary share movements, but works closely with the institutional sales department as liaison with institutions

is crucial. Each analyst is expected to maintain contact with 12-15 institutional clients and, although Hoare would never admit it, staff were heavily involved in the department's "valuable weapon" for this in this respect. The specialist brokers, he claims, have very little issue business.

Two years ago, Hoare's

issue department was "worn off its feet" and the research staff were heavily involved.

Peters believes that each department should have "two or three good years out of four".

If research is becoming

specialized, the firm is convinced that it is now no more important than ever to take a right overall market decision rather than to get an individual stock right.

Ray Maughan

## Marks, Vickers, big contractors report

The following companies are reporting this week:

**MONDAY.—Interims:** — Fundinvest, Panins, Rio Estates (to consider additional dividend), Silverthorne and Tyzack (WA) and Co. Finals: — Baird (Wm) and Co., BSG International, British Inv. Tz., Brooks, Watson, Christie's International, Hawker Morris, Jersey Elec, Laing (John) and Son, Manders (Edgds), Silhouette (London) and Simon Eng.

**TUESDAY.—Interims:** — Atlanta, Baltimore and Chicago Regional Invest. Tz., MY Dart, Newman Granger Ind., Spencer Gears and Unchrome Internat. Finals: — Belgrave (Blackheath), Bodycon Internat., Davies and Newman Hldgs, Ellis and Goldstein (Hldgs), Fairbairn Lawson, Farnell Electronics, FC Finance, Haggas (John), Hopkinson, Hopkinson, Huddersfield, Kandal (J. L.), Richards and Watlington Ind. Hldgs, Slesman-Bunter (Hldgs), Tidco.

**WEDNESDAY.—Interims:** — E.P.M. Hldgs, Greenfriars Inv. Finals: — Anchor Chemical, Clarke, Chapman, De Vere Hotels, Estates Duties Inv. Tz., Fosco, Minsop, Gieves Hldgs, Home Charms, Hoskins and Horton, Hutchinson, Jessel Toynbee, Newmans Tubes, Structure Hldgs, Culver's Stores, Heworth (J.) and Son and Highland Electronics Finals: — Alebone and Sons, Future Hldgs, Gill and Duffus, Hammerton Property and Inv. Tz., Hay (Norman), Lyle Shipping, Raglan Prop and Wharman Reeve Angel.

Nurdin and Peacock, Petromac Telephone Rentals, Thomas T-Line Caravans and Wright Construction.

#### Results

**THURSDAY.—Interims:** — Anglo Scottish Inv., British Assets Inv., Charterhall Finance, Hldgs, Hoover (first quarter), Howden Grp., Lockwood Foods, McKechnie Brothers, Peak Inv., Safeguard Industrial Inv. and Simpson (S.). Bersek Tin and Wolfram, Berger Jenson and Nicholson, British Vending Industries, Bell and Co., Gerrard and National Discount, Farnim, Helene and Sons, Haden Carter, Helene of London, Henderson (P. C.), Lead Ind Grp., Maclellan (P. and W.), Marks and Spencer, Shropshire Hldgs, Culver's Stores, Heworth (J.) and Son and Highland Electronics Finals: — Alebone and Sons, Future Hldgs, Gill and Duffus, Hammerton Property and Inv. Tz., Hay (Norman), Lyle Shipping, Raglan Prop and Wharman Reeve Angel.

## UK lagging in BSR's quick march

From BSR

"Monarch"

record changer and "Swan

Brand"

electrical kitchen

equipment maker comes a note

of anti-climax. Abroad it con-

tinues to go from strength to

strength, but at home the out-

look is misty, and recent acqui-

sitions will take time to contri-

bute.

In his annual statement, Sen-

ator Patrick W. McGrath says

that he and his colleagues think

that the Republic of Ireland is

once again growing economi-

cally so that Waterford will

itself probably continue to grow

faster than inflation.

The group hoisted profits by

43 per cent to £6.7m last year,

or faster than sales, and the

dividend jumped ten points to

32½ per cent.

But it is now covered 3.5 times

by earnings thus enabling

the very conservative divi-

dividend which has been

minimized over the years to be

somewhat relaxed".

But with this plan comes the

warning that dividend cover

must stay fat to plough back

enough for expansion. However

Waterford's crystal has no big

plans in hand at present,

though Aynsley has indeed this

subsidiary could make acqui-

sitions.

Waterford is also budgeting

for a further increase in sales

and profits after doing both and

widening margins last year.

Aynsley did just as well,

and new lines, some already in pro-

duction, should spearhead a

further advance this year.

The outlook is also good for

Smith which is doing well from

new Renault models, its garages

and hire purchase. So far the

palm goes to Swizer in terms

of growth for both sales and

earnings.

#### Business appointments

## Two more directors for Bank of New South Wales

Sir Robert Norman, retiring chief manager of Bank of New South Wales, and Mr R. J. White, his successor, have been made directors.

Mr J. C. Durie has become a director of The Provident Association for Medical Care (Private Patients Plan).

Mr J. Michael Sheasby is now president and Mr Alan Robson vice-president and treasurer of KCA International Finance.

Mr Edward Money has joined the executive boards of Union Carbide UK and Baskelite Xylophone.

Mr J. Dean Muncaster has been

elected a director of Bell Canada in place of Mr W. M. Vacy Ash.

Mr Jim Shaw has become a director of National Homes Interiors.

Mr Noel Deeks has been made a director of James Walker, Goldsmiths and Silversmiths.

Mr J. A. Beard becomes a director of Fulton Packshaw.

Mr John Bennett has been elected president of the Construction Surveyors Institute.

Mr B. Hepburn has become managing director of the Harrison's of Birmingham and a director of Birmingham Finishing Company, in the McKechnie Group.

#### Conclusion

Insurance companies exist to provide help when the unexpected happens. We must not complain because the

first summer for more than five centuries has caused us unusually heavy claims. But these heavy losses serve to emphasize the need in good years for substantial additions to reserves from adequate profits so that the cost of catastrophes can be met.

Our staff all over the world have worked loyally and well throughout the year and I thank them. They have tackled their problems with much efficiency. They well understand that an insurance business may have down as well as up, and they understand too how to restore an account to profit.

Finally I record my appreciation of the leadership given by Mr Greenwood as Chief General Manager.

Happily he will remain a member of the Board and we share his confidence in Mr Bowler who succeeds him.

If it is necessary and right for me to repeat that so long as any material level of inflation lasts an insurance company must seek to meet higher claims by higher premium income. I cannot over-emphasise the need for adequate premiums to be obtained for the risks we accept. If we are to maintain a high solvency margin, our staff must be better than that of other competing industrial countries. Moreover, until stability is restored to our own and to the world's economies and currencies there will be difficulties in maintaining the proper relationship of our reserves to our expanding premium income. These difficulties we share with the worldwide insurance industry. Until these things are put right there will remain a danger that the capacity of the international insurance market will contract and its ability to offer funds for the larger and more hazardous classes of business will be limited.

# of research

## FINANCIAL NEWS AND MARKET REPORTS

### Nippon pioneer floating CD

Bank of International Finance has appeared. This is the first floating rate London certificate of deposit issued by a bank in the United Kingdom. It is based on a view of the legal form of the instrument.

The Nippon floating rate CD has a start date of April 1, 1977, for one year. It is based on a view of the legal form of the instrument.

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### Island delivers the goods

Ray

Horizon



## Stock Exchange Prices

# Capitalization and week's change

Deals Begin Today, Dealings End, May 6. & Contango Day, May 9. Settlement Day, May 11.

Forward bargains are permitted on two previous days.

(Current market price multiplied by the number of shares in issue for the stock quoted)

# Local Government, Public & Educational Appointments

## DUNCAN OF JORDANSTONE COLLEGE OF ART AND THE UNIVERSITY OF DUNDEE POST OF DIRECTOR OF THE DEPARTMENT OF TOWN AND REGIONAL PLANNING

Applications are invited for the post of Director of the Department of Town and Regional Planning, which, together with the Department of Architecture in the College and the Department of Geography in the University, comprise the University Faculty of Environmental Studies. The four-year honours course in Planning is fully recognised by the RIBA and is the subject of honours degree awards by the University. The successful candidate will be required to take charge of the course and applicants should be members of the Royal Town Planning Institute and hold a degree or diploma in Town Planning.

Permission to engage in private practice is granted to members of College staff and the post carries a salary of £2,180 per annum.

Further particulars, and forms of application may be obtained from the SECRETARY, Duncan of Jordanstone College of Art, Perth Road, Dundee DD1 4HT. (Telephone 2261 Ext. 6), to whom completed applications should be returned before 31st May, 1977.

### University of Southampton

#### DEPARTMENT OF SOCIAL WORK ADMINISTRATION

#### SOCIAL WORK IN GENERAL PRACTICE

A selection is invited from

postgraduate students or workers for the post of Student Undergraduate Social Worker for two years in the first instance. The Department of Sociology and Social Administration in the primary law will be concerned with research in conjunction with two groups of students. There will also be some research and teaching responsibilities. Salary scale will depend on qualifications and experience. Stipendary posts may be obtained through C. G. Swanson. The University Southampton SO9 4JF to whom applications 17 May, 1977. Please quote Ref.: 77/64/A.

### UNIVERSITY OF OXFORD

#### CAREERS ADVISOR

Applications are invited for the post of Careers Advisor to the Post-Interwarning Staff of the University Committee.

The post consists of interviewing students and graduates to help them decide upon their future career. It also includes developing special knowledge of different fields of endeavour, the maintenance of close contact with the academic and professional staff of the University.

The position is open to Graduates in any subject. The preferred age is 25-30, but younger appointment would be considered. Knowledge of Engineering Mathematics is an advantage.

Applications, stating age, qualifications, experience and including the names of three referees should be sent to the Registrar, Senate House, Oxford, OX1 3EL, quoting reference JPB/17. Further particulars may be obtained.

The Secretary,  
Appointments Committee,  
60 Embury Road,  
Oxford.

All recruitment advertisements on this page are open to both male and female applicants.

## HAMPSHIRE POLICE AUTHORITY CHIEF CONSTABLE

£12,543-£13,425

Applications are invited from serving Police Officers for the post of Chief Constable of Hampshire, which will become vacant on 27th June, 1977, on the retirement of Sir Douglas Osmond, C.B.E., Q.P.M. The Police Area has a population of 1.8 million and covers the 1,600 square miles of the counties of Hampshire and the Isle of Wight.

The Force has 12 divisions (including Headquarters and Traffic) and an authorised strength of 2,955 officers and 863 civilians.

Conditions of Service include a rent allowance of up to £1,108 per annum and an official car will be provided. Removal expenses will be paid.

Applications may be obtained from the undersigned and must be returned by 12th May, 1977. Telephone enquiries to: Winchster 4411, Ext. 208. L. K. Robinson, Esq., Clerk of the Police Authority, The Castle, Winchester, Hampshire SO22 4UJ.

### University of Bristol

#### FACULTY OF ENGINEERING

##### LECTURER IN ENGINEERING MATHEMATICS

Applications are invited from Mathematicians or Engineers with a good honours degree in the above specialism in the field of Engineering Mathematics.

The Department is responsible for the teaching of Mathematics of Engineering and Mathematics. It consists of interviewing students and graduates to help them decide upon their future career. It also includes developing special knowledge of different fields of endeavour, the maintenance of close contact with the academic and professional staff of the University.

The appointment will date from October 1977. It is offered to suitable candidates who have a good honours degree in Engineering Mathematics. The Department is interested in strong operational research.

Applications, stating age, qualifications, experience and including the names of three referees should be sent to the Registrar, Senate House, Oxford, OX1 3EL, quoting reference JPB/17. Further particulars may be obtained.

Apply in writing to the Director of Personnel Services, University of Bristol, University Road, Bristol, BS8 1TW.

For further details to:

The Secretary,  
Appointments Committee,  
60 Embury Road,  
Oxford.

All recruitment advertisements on this page are open to both male and female applicants.

### Rothamsted Experimental Station

#### RAUPENDEN, HERTS AL5 2LQ

##### STATISTICIAN

to be responsible for:

1. the analysis of experiments on sheep and pigs;

2. collaborating in the design of experiments.

He/she may also be required to analyse data from experiments. The work is part of Statistical Development and Research Unit, Agricultural Development and Research Division, Ministry of Agriculture, Fisheries and Food.

Additional qualifications: First or Upper Second Class Honours Degree in Statistics or Mathematics, or equivalent, and a good honours degree in Statistics or Mathematics. The post requires a good knowledge of computers.

Salary range will be £3,110 to £6,553 per annum, starting point according to age qualifications and experience. The appointment will be made from 1st August, 1977, or as soon after as possible.

Applications, giving details of qualifications, experience and names of three referees, should be sent to the Director, Rothamsted Experimental Station, Rothamsted, Herts AL5 2LQ, quoting reference RAU/17. Further particulars may be obtained.

Apply in writing to the Director, Rothamsted Experimental Station, Rothamsted, Herts AL5 2LQ.

For further details to:

The Secretary,  
Appointments Committee,  
60 Embury Road,  
Oxford.

All recruitment advertisements on this page are open to both male and female applicants.

### NON-SECRETARIAL

#### PA/ADMIN/OFFICE MANAGER/ESS

£4,000

Eastgate Office to different level.

This job will interest a secretary who wants to almost entirely manage her own business and the continuing growth of a small well-organized consultancy.

Then this opportunity will arise for the young and budding to a happy executive who would be appreciated.

Please apply to: Jean Lawrence on 409 3099.

ACORN PERSONNEL SERVICES  
10 Madder Street, W.C.1

FINE FIRST JOBS  
WITHOUT SHORTHAND !

Nira, Admin./Clerical Job at the Regent Street office of an international company for an experienced Admin. or Admin. Trainee. Good opportunities for promotion. Good working conditions and stock exchange. Excellent opportunity for training. This is a busy environment - awaits you now - many vacancies. Call me now - many vacancies. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

SALES PERSONNEL

The British Genius Exhibitions, Buntingford, Berks, S.W.1 require Sales Directors and Sales Executives to work shifts hours. Duties include quoting costs and stock sizes. Excellent opportunity for training. This is a busy environment - awaits you now - many vacancies. Call me now - many vacancies. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

SALES CORRESPONDENT £3,500

Put your people personnel into the market with nationally known Chenai at Management. Buntingford, Berks, S.W.1 require Sales and Sales Executives to work shifts hours. Duties include quoting costs and stock sizes. Excellent opportunity for training. This is a busy environment - awaits you now - many vacancies. Call me now - many vacancies. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

GREEDY GIRL

Small expensive gift company needs ambitious, energetic, resourceful, humorous, pleasant girl to build up new London website. Good prospects. £3,500 + comm. Usual for unusual details to Box 1027 J. The Times.

BOOK-KEEPER - TO £3,600

Top Co., a leader in its field, has vacancy for experienced m/f. Any age welcome. Generous benefits. Brook Street Bureau 584 0661

COLEFAX & FOWLER

Requires Sales Assistant age 24+ with at least two years' decorating experience for their furniture and lighting department. Duties—Sales, advertising, public relations, etc. Good prospects. £3,500. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

FINE ART DEALERS £3,500 neg.

Recruiters/Recruiters is required for Art Galleries and Art dealers. Duties—Typing, good appearance and education are essential. Age 21-25. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1. 01 629 3069 01 629 7263 493 4000

PERSONNEL £3,500

Some personnel work transferred to this varied, interesting, responsible post. Duties to handle all correspondence, telephone, fax, telex, etc. Good prospects. £3,500. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

ART GALLERY—Important new Art Galleries require highly qualified Art Assistants. Duties—Sales, marketing, advertising, accounts, etc. £3,500. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

TONN COLLEGE—DAMs needed September 1977, to run Domestic Agency. General office duties, including telephone, fax, telex, accounts and staff. Duties—Sales, marketing, advertising, accounts, etc. £3,500. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

EXPERIENCED Receptionist for large, busy office. Duties—Sales, marketing, advertising, accounts, etc. £3,500. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

FLUENT FRENCH and typing required by small West End tour operator. Phone 01 734 1396.

CAPITATION...personality? Age 20-30. Residential post and join our friendly classified sales team! £1,000-£1,200 per week. 9.15-5.50. Tel: 01 629 3069. C. H. CHURCHILL PERSONNEL, Abbott House, White Rd., S.W.1.

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P.A. + EXTRAS  
should  
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must be useful  
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able to help all depart-  
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For senior Executive, UK Sales  
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Fluent English, shorthand  
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SALARY £25,000 per annum.

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E.I.S. 500 +  
Chairman of worldwide group  
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with good food. 3 bars  
of houses and option FRENCH  
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offer you full training and  
experience by friendly, approach-  
able management. You can  
enjoy handling your  
secretarial duties. For this right-  
ful position, we require:

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To Licensing Controller in  
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Will involve writing to clients  
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Good shorthand, telephone  
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With this unique placement  
you will be dealing with  
clients from all over the world  
in their field. We will train  
you to become an efficient and  
productive member of our team  
on a wide international scale.  
You will be given a check  
schedule and at the same time  
will be given the opportunity  
to travel both in Europe and  
abroad. You will receive  
good basic pay plus commis-  
sions. Write: C. J. H. Ltd., 22,  
Grafton Street, London W.C.1.  
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**USE YOUR GERMAN**

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With this unique placement  
you will be dealing with  
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in their field. We will train  
you to become an efficient and  
productive member of our team  
on a wide international scale.  
You will be given a check  
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will be given the opportunity  
to travel both in Europe and  
abroad. You will receive  
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sions. Write: C. J. H. Ltd., 22,  
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SALARY £25,000 per annum.

SECRETARIAL

**CHURCHILL PERSONNEL**

Abford House, 12 Wilton Rd.,  
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## SECRETARIAL

**THREE VACANCIES**

AT £3,500

WITH A DASH  
OF FUN

Three Secretaries are needed to  
join a marketing company which  
will involve writing to clients  
and dealing with telephone calls.  
Good shorthand, telephone  
and general office experience  
essential. Salary £25,000  
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SALARY £25,000 per annum.

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**PUBLIC RELATIONS IN**

**MAIFAIR £3,000**

An assistant to a consultant  
in this sister firm of ours. In  
this capacity you will be  
involved in a wide range of  
activities including research  
and writing, client liaison and  
public relations. Good basic  
pay plus commisions. Write:  
C. J. H. Ltd., 22, Grafton Street,  
London W.C.1. SALARY £25,000 per  
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**KENWOOD**

THE LETTING PEOPLE

circa £3,700

For Professional Consulting  
Engineers, Administration and  
short-term, reliable and  
affordable, able to take  
responsibility.

Please apply to:

C. J. H. Ltd., 22, Grafton Street,  
London W.C.1. Tel: 01-499 5977

## SECRETARIAL

**PARTNERS' SECRETARY**

circa £3,700

For Professional Consulting  
Engineers, Administration and  
short-term, reliable and  
affordable, able to take  
responsibility.

Please apply to:

C. J. H. Ltd., 22, Grafton Street,  
London W.C.1. Tel: 01-499 5977

## SECRETARIAL

**PARLIAMENT ITALIANO**

SECRETARIAL



To place an advertisement in any of these categories, tel.

Private advertisers only 01-837 3311

Manchester office 061-834 1234

Appointments 01-789 9161

Property Estate Agents 01-789 9231

Personal Trade 01-278 9351

Appointments Vacant 10

Commercial Property 10 and 11

Contracts and Tenders 11

Domestic Services 12

Educational 12

Film Starlets 12

Fish Supplies 12

Local Government and

Political Appointments 12

Motor Cars 11

Properties 11

Queens Award to Industry 22 and 23

Rentals 22

Secretarial and Non-

Secretarial Appointments 28 and 29

Situations wanted 28

Shopping Services 28

**Not** all replies should be addressed to:

The Times,

New Printing House Square,

Gray's Inn Road, N.C.

Details for cancellations and

alterations to copy (except for

advertisements) and the day of

publication should be 12th Saturday. On all cancellations a stamp should be enclosed because the

advertiser. On any

subsequent queries regarding

the cancellation, the day the

Number must be quoted.

**PLEASE CHECK YOUR AD** for any errors or omissions. If you find any errors, check the proof read. When two or more advertisements are handled by one agency, we ask therefore that you check each one for any error, report it to the Classifieds department immediately. To receive a free copy of the *Advertiser's Index* (Ex. 7180), we regret that we cannot supply it for more than one day's insertion if you do not.

"Praise our God, all ye his servants and let us, year him both small and great."—Revels.

19.3.

## BIRTHS

**BLANCHARD**—On April 23rd at Elsie Inglis Hospital, Edinburgh, Victoria Gray, new Smith, and Christopher, a son (Peter) and

**BUCKLAND-WRIGHT**—On April 23rd at St. Paul's Church, Fulham, dual London, to Rosalin (née Muriel) Christopher, a daughter (Peter).

**CAMERON**—On April 23rd at 17, New Cavendish St., Mayfair, Dr Ruth, Michael, Carol (née Michael Anthony) and David.

**FITCHWOOD**—On April 23rd at Saverne Hospital, Marlowe, Dr Ruth, Christopher, a daughter (Peter), and a son (Nicholas).

**LAKESTEIN**—On April 19th, 1977, at London, Christopher, a daughter of the late Dr. and Mrs. John Edward Lakestein (née Lucy) and Andy (a son (Nicholas)).

**SPIMINGTON**—On April 24th, at the home of his wife, Dr. Daphne (née Duffin) and Jack (a son (Henry Ashlyn)).

**STEWART**—On April 23rd at home, Madeline (née Horn) and Michael, a brother for Duncan, and Michael, a son (John).

**WILSON**—On April 20th, at home, Roger, a son (John).

**WILLIAMS**—On April 20th, at the South London Hospital, to Liz and Roger, a son.

## BIRTHDAYS

**ISABELLE**—Have a very happy birthday, John. DEAR T.—Can't find a birthday card—Love, M.

## MARRIAGES

**ELDER STUDIER**—On 16th April, at St. Paul's Church, Fulham, Dr. Peter (Peter) Studier, son of Dr. and Mrs. P. M. Studier, and Linda, daughter of Dr. and Mrs. J. G. Studier, to Linda, daughter of Mr. and Mrs. Albert John Studier (née Linda). Nonres.

**HUTCHINS**—On April 23rd at 23, Grosvenor Gardens, Belgravia, son of Mr. and Mrs. J. Gordon, of Grosvenor Gardens, Belgravia, to Linda, daughter of the late Rev. R. H. Hutchins (née Linda). Nonres.

**RUTTEN**—On April 23rd at 23, Grosvenor Gardens, Belgravia, son of Mr. and Mrs. J. Gordon, of Grosvenor Gardens, Belgravia, to Linda, daughter of the late Rev. R. H. Hutchins (née Linda). Nonres.

**WILLIAMS**—On April 23rd at 23, Grosvenor Gardens, Belgravia, son of Mr. and Mrs. J. Gordon, of Grosvenor Gardens, Belgravia, to Linda, daughter of the late Rev. R. H. Hutchins (née Linda). Nonres.

**WILLIAMS**—On April 23rd at 23, Grosvenor Gardens, Belgravia, son of Mr. and Mrs. J. Gordon, of Grosvenor Gardens, Belgravia, to Linda, daughter of the late Rev. R. H. Hutchins (née Linda). Nonres.

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